

222 CV 00712 HIRAM GLENN

TEMPORARY ASSIGNMENT OFFERNAME: Hiram Glenn EMPLOYEE ID.# 297263EMPLOYER: Mission Support and Test Services LLCTEMPORARY SUPERVISOR (Print Name) Jeffrey Presser

PHYSICAL LIMITATIONS: 107/17/2019 – 10/21/2019 No lifting greater than 10 lbs. No Bending, Lifting, Twisting. Sit and Stand as Tolerated. 10/21/2019-10/22/2019 Bend, lift, twist, stand, sit as tolerated

FILED	RECEIVED
ENTERED	SERVED ON
COUNSEL/PARTIES OF RECORD	
AUG 17 2023	
CLERK US DISTRICT COURT DISTRICT OF NEVADA	
BY: <u>[Signature]</u>	DEPUTY

TEMPORARY DUTY ASSIGNMENT:TITLE: Laborer IIDATE BEGINS: 10/17/2019LOCATION: Area 6 NNSSRATE OF PAY: regular rate of payTEMPORARY DUTY REVIEW DATE: 10/22/2019DURATION OF ASSIGNMENT: date of re-evaluation – currently 10/22/2019**TEMPORARY ASSIGNMENT DESCRIPTION:**

See attached. Standard tasks and allowing employee to bend, lift, twist, stand, and sit as tolerated. Employee has been advised to perform these tasks as tolerated, take breaks as needed, and take time with tasks as needed. If employee cannot perform an assigned task employee has been advised to ask for assistance from co-workers and/or management and not to perform the task.

☒ I accept this temporary assignment, have read and understand the Job Description

☐ I am unable to accept this temporary duty assignment.

Hiram Glenn

Signature of Employee (Hiram Glenn)

10-22-19

Date

Signature of Temporary Assignment Supervisor

Date



December 1, 2017

MSTS Employee Code of Business Ethics and Conduct

counsel. Accordingly, any time an MSTS employee obtains any knowledge that would lead one to reasonably believe that a government investigation or inquiry is underway; such information must be communicated immediately to your manager and to the Legal Department.

In some circumstances, an audit, inspection, or investigation may appear to be focused on a client, subcontractor, supplier, or third party. In such situations, you must contact The Legal Department and solicit guidance before you begin cooperating with the authorities involved.

* 6.2.10.3. COMPLIANCE AND COOPERATION WITH AN INVESTIGATION

Appropriate handling of government investigations is very important for the Company and all employees. Virtually all of the federal laws regulating the conduct of the Company's business including antitrust, securities, OSHA, environmental, government procurement, tax, and financial laws contain both civil and criminal penalties. The criminal penalties attach not only to the Company, but also to those individuals within the company who actually took the actions that violate the law or failed to take actions that resulted in violation of the law.

No employee should ever, under any circumstances, participate in, or be party to, any of the following actions:

- Destroying or altering any company documents in anticipation of a request for those documents from any government agency or a court;
- Lying or making any misleading statements to any government investigator in any investigation (There is a separate federal statute making such false statements to investigators a crime.); or
- Attempting to cause any other Company employee, or any other person, to fail to provide information to any government investigator or to provide any false or misleading information to an investigator.

6.2.10.4. YOUR RIGHTS DURING IN AN INVESTIGATION

The law guarantees all of us the right to be represented by legal counsel in any investigation or inquiry of any governmental agency. In view of the extreme technicality involved in government investigations, we feel that the Company should be represented by legal counsel and our employees should at least be made aware of the opportunity for such representation. This applies any time any government investigator contacts an employee and requests information and or response to questions.

Employees also have this right to legal counsel if the investigator contacts the employee at remote locations off Company property - such as at one's home during the evening. Any individual has the absolute right to consult

our policies or those of our client, the Ethics Officer should be immediately contacted before proceeding.

6.2.10. SUPPORTING GOVERNMENT INVESTIGATIONS

MSTS regularly responds to and interacts with innumerable laws, regulations, rules, ordinances, and restrictions on many subjects imposed by all levels of government. Normally, these are handled in a timely manner in the ordinary course of business without implications of serious governmental repercussions. However, sanctions, penalties, fines, and legal actions can be imposed by these government bodies for inaction, delays, or incorrect information.



6.2.10.1. YOUR ACTIONS IN AN INVESTIGATION

As an MSTS employee, your actions when involved in a government investigation will be carefully scrutinized and, if inappropriate, can cause undue legal problems for both you and the company.

It is necessary that you immediately bring any of the following circumstances pertaining to a government investigation to the attention of your manager and the Legal Department.

- Requests or subpoenas to appear before a grand jury or similar indicting authority.
- Notification or information of an investigation by authorities responsible for enforcing laws, including but not limited to the FBI, Justice Department, Offices of Inspectors General, Criminal Investigative Services, Postal Inspector, Department of Labor Inspectors, the SEC, and other similar U. S., state, local, and foreign government bodies.
- Inspections, visits, interview requests, and requests for Company documents by the FBI, Justice Department, Offices of Inspectors General, Criminal Investigative Services, Postal Inspector, Department of Labor Inspectors, the SEC, other similar U. S., state, local, and foreign government bodies and any outside attorney.
- Subpoenas and requests to testify before agencies, commissions, bodies, and other legislative and administrative bodies.
- Communications or notices received from government bodies or agencies imposing or threatening MSTS with fines, penalties, or injunctive action.

6.2.10.2. THE ROLE OF LEGAL COUNSEL IN AN INVESTIGATION

It is the policy of MSTS to fully cooperate with any government investigation. A condition of such cooperation, however, is that the Company be adequately represented in such investigations by its own legal



4. POLICY STATEMENT ON VALUES AND BEHAVIORS

4.1. CORE VALUES

MSTS' vision is to be the high-hazard experimentation and mission-service provider of choice for U.S. National Security customers. To do so, we must recognize, respect, and protect the interests of our customers, partners, and fellow workers. Our core values are documented as six simple, yet key, traits that provide guidance for all we do. These values form the foundation for all MSTS policies, procedures, and work instructions. If a conflict is identified between any policy, procedure, or work instruction and our core values, our core values always take precedence. MSTS' Office of President can waive requirements to follow policies, procedures, or work instructions as required in certain circumstances. However, no individual within MSTS, including the President, is authorized to ignore or fail to follow our core values.

Thus, all MSTS employees are expected to perform their work consistent with the following six core values:

- 4.1.1. Always act with **INTEGRITY**.
- 4.1.2. Show **RESPECT** for our customers, our mission, and each other.
- 4.1.3. Earn **TRUST** by applying impeccable ethical standards and honoring your commitments to each other, to management, and to the customer.
- 4.1.4. Demonstrate **HONESTY** in every communication. *in writing and in speech and other nonverbal ways are straight forward to expressing the truth without holding back*
- 4.1.5. Show **INCLUSION** in engaging our customers, partners, and coworkers. *provide equal access to opportunities and resources for people who might otherwise be excluded or marginalized, physical/mental disabilities and members of minority groups not including*
- 4.1.6. Utilize **TEAMWORK** in everything we do.

4.2. EXPECTED BEHAVIORS

In addition to the six core values, which represent the foundational expectations for every MSTS employee, MSTS expects each employee to embark on a continuous self-improvement journey in demonstrating nine behaviors which are intended to set the standard for how we get our work done. It is not anticipated that any employee will be exemplary in demonstrating all nine of these behaviors. In addition, it is anticipated that every employee will develop themselves in a few of the nine behaviors at all times, thus, continuously improving themselves and the organization. The MSTS nine behaviors are:

- 4.2.1. **CUSTOMER FOCUS** - recognize that the customer is the cornerstone of our success. Effective employees do a superb job for customers every day in quality, delivery, value, technology, and risk management. They aggressively pursue effective, efficient, and elegant solutions to difficult issues.
- 4.2.2. **SERVICE LEADERSHIP** - think like a leader regardless of your job and serve as a role model for others. Use what you know to help others achieve our business objectives and deliver upon our commitments. All leaders demonstrate passion for their work and care about the people. Each employee must be able to: 1) identify an issue; 2) articulate the solution; 3) develop an action plan to address the issue; and 4) execute the approved plan.



www.msts-llc.com

MSTS is a DOE contractor for the Nevada National Security Site.

who reports a complaint in good faith, no matter what the outcome of the investigation. Prohibited retaliation includes demotion, suspension and failure to hire or consideration for hire.

If internal remedies fall short of your expectations, state and federal agencies exist to assist you. Human Resources Department personnel can direct you to the appropriate state agency that resolves complaints of discrimination, including sexual harassment. You may also consult your local telephone directory under State Government Offices, or ask directory assistance for the number of your state's agency headquarters, usually located in the state's capitol city. The Equal Employment Opportunity Commission (EEOC) is the federal agency that resolves harassment claims. To contact the EEOC, consult directory assistance or the closest office in your area or view at www.eeoc.gov.

MSTS, Human Resources Manager



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POLICY STATEMENT PROHIBITING HARASSMENT

MSTS policy and federal, state and/or local law strictly prohibit harassment because of race, religious creed, color, national origin, ancestry, sex (including pregnancy, childbirth, breastfeeding, or medical conditions related to pregnancy, childbirth, or breastfeeding), age, medical condition, marital or domestic partner status, sexual orientation, gender, gender identity, gender expression, mental disability or physical disability, genetic information, military or veteran status, or any other status or characteristic protected by applicable law. The policy applies to all company operations and subsidiaries, job applicants, employees, and third parties, such as visitors, subcontractors and or other Company-directed individuals working at a Company job site or at a client's job site with respect to harassment prevention and reporting. In locations where local law is more stringent than the provisions of this policy, local law prevails. Harassment may take many forms, including, but not limited to:

- VERBAL CONDUCT such as epithets, offensive or derogatory comments, unusual comments about appearance or dress, racial slurs or comments, or offensive or derogatory ethnic jokes, or unwanted sexual advances, invitations, or comments.
- VISUAL CONDUCT such as offensive or derogatory posters, cartoons, drawings or gestures, also to include internet and email information and communications.
- PHYSICAL CONDUCT such as assault, blocking normal movement or interference with work directed at an individual because of gender or other protected basis.
- THREATS, DEMANDS AND REQUESTS FOR SEXUAL FAVORS such as a sexual request(s) in order for an individual to keep his/her job or avoid some other loss, or an offer of job benefits in return for sexual benefits/favors.
- RETALIATION which is adverse action taken against an individual, for having reported harassment or participated in an investigation regarding harassment.

Under federal law, unwelcome sexual advances, request for sexual favors and other verbal or physical conduct can constitute sexual harassment when submission to such demands:

- Are implied as a condition of an individual's employment.
- Imply that employment decisions affecting the individual are contingent upon such submission.
- Interfere with an individual's work performance by creating an intimidating or hostile work environment.

MSTS managers and supervisors enforce a zero tolerance investigative and disciplinary policy, including the possibility of immediate discharge, with respect to all reported and observed instances of harassment.

Since it would be impossible to illustrate all forms of harassment, MSTS management depends on and encourages all individuals, whether affected directly or indirectly, to take action with respect to perceived harassment. All are expected to follow the procedure outlined in the MSTS Problem Resolution Statement and seek assistance as appropriate.

You may file a timely complaint with a local or corporate Human Resources representative or any member of management.

- ALL employees and visitors are prohibited from engaging in harassment, not just supervisors.
- ANY employee has the right and obligation to report harassment, whether directed at the employee or observed by the employee.

Company policy forbids retaliation against any employee who opposes harassment or discrimination, files a complaint, testifies, or participates in an investigation. No adverse action will be taken against any employee



2. OVERVIEW

The fundamental ethical principles stated in Part III are intended to declare in broad terms what MSTS requires regarding ethical behavior. The purpose of these stated ethical principles is to describe in general terms our intent and our Standards of Conduct and expected compliance so that we are consistently ethical and faithful to the trust placed in us.

Part IV of this document provides MSTS's Policy Statement regarding core values, MSTS' vision, and our emphasis on safety and health.

MSTS highly values its employees and recognizes that we have ethical responsibilities to our employees. Part V is a statement of MSTS's ethical commitment to the workforce.

Finally, Part VI is a statement of Standards of Conduct we expect to always be followed. These Standards of Conduct have been developed for the purpose of achieving the desired ethical behavior. We have mutual responsibilities and duties to our customers, to each other, and to the public. All employees are expected to adhere to the highest ethical standards in conducting their duties and to avoid even the appearance of impropriety.

3. MSTS' ETHICAL PRINCIPLES

MSTS will hold in highest regard the safety and health of our employees, our customers, the public, and the infrastructure and assets entrusted to our care.

MSTS and our employees will always act in an ethical and legal manner according to the laws of the United States, the state of Nevada, and any other localities, states, and nations where MSTS conducts business.

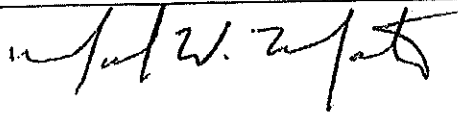
Each MSTS employee is responsible for the appropriateness and consequences of their actions and pledges to be alert to help prevent mistakes in our activities. As such, employee conduct on behalf of MSTS with customers, suppliers, fellow employees, and the public will reflect the highest ethical standards in both action and appearance.

MSTS and its employees will be conscious of potential threats to national security, our customer's mission, and the public. Further, employees will take immediate action to inform appropriate authorities of potential threats.

MSTS and its employees will consistently put forth their best effort to meet commitments for all work and will keep our customers informed regarding special circumstances or conflicts that can potentially affect work commitments.

1. INTRODUCTION

From: Mark Martinez, MSTS President



Subject: Introduction of MSTS Code of Conduct Handbook

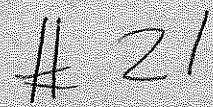
My vision is a resilient enterprise offering compelling, desirable, and differentiated end-to-end user experiences: a customer-focused enterprise that not only performs, but also adeptly adjusts to accommodate an uncharted future. The NNSS will be: the right place to build new certification tools, prepared for emerging enterprise challenges, managed and operated safely and transparently, and a go-to site where people want to do work.

Together, we will be the high-hazard experimentation and mission-service provider of choice for U.S. National Security customers. Earning and maintaining the trust of our customers, partners, and co-workers is absolutely essential to delivery of this vision and to serving NNSS' interests. This handbook was developed to capture and communicate the expectations of MSTS Leadership with regard to earning and maintaining that trust.

These standards are designed to ensure that we will be faithful to ethical principles in all that we do and in how we are perceived by others. MSTS expects that these standards will be applied consistently in our actions involving each other, the public, and our customers. We take this commitment to ethical actions seriously, and therefore it is critical that these ethical principles and standards of conduct be understood and adopted as part of our day-to-day activities. Please do not hesitate to seek clarification from your manager and/or the MSTS Ethics Officer if you have a question regarding the intent and/or application of principles or standards of conduct.

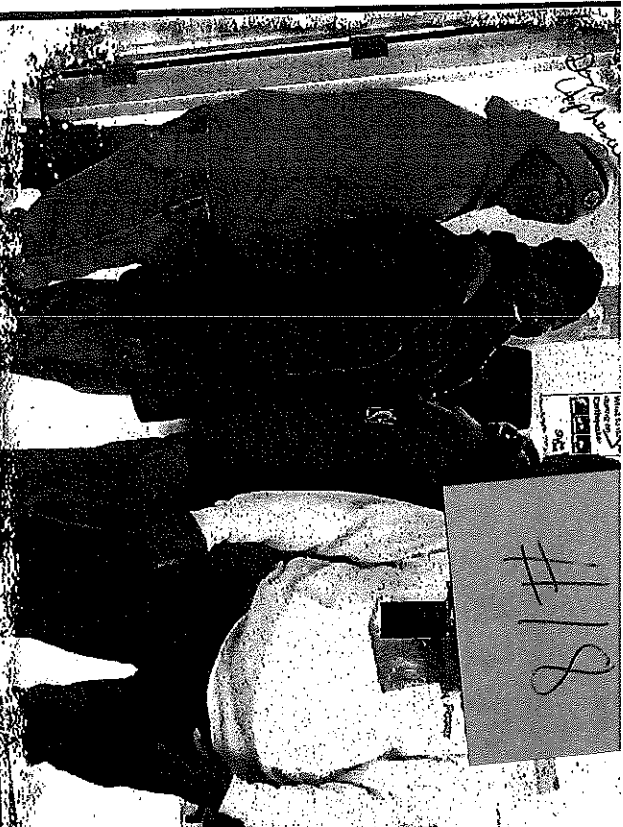
This handbook is also designed to alert you to issues you may face and enable you to understand when you must obtain guidance before taking action that may have a legal impact upon the company and/or yourself. While some acts may be legal, that does not mean they are necessarily ethical. No one is authorized by MSTS to ever commit an illegal act. Individuals are always subject to prevailing laws and will be subject to legal penalties as well as company discipline for any illegal act committed as part of their MSTS employment. In addition, MSTS expects all employees to always be ethical in their actions, both external, and internal to MSTS. Please remember that difficulties resulting from questionable business conduct and ethical breaches can usually be avoided or minimized if they are recognized and appropriate advice is obtained at the onset of business dealings. If you have any questions about legal and/or ethical practices or conduct, seek guidance from your manager or the Ethics Officer, or call the ethics hotline.

It is very important that each employee be familiar with the information provided in this handbook. We appreciate your commitment to sustaining the trust we hold both individually and collectively.


Fitness for Duty
Evaluation Report



Johnson and Charles Roberts

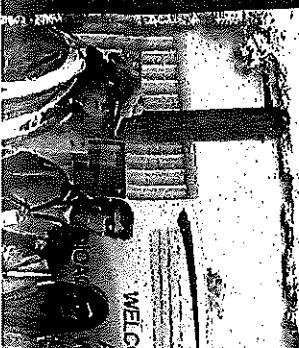
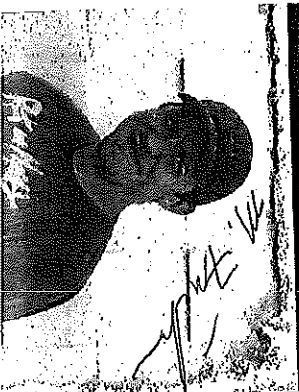


Donald Umphreous, Patrick Whitlow, George Ayala, Hiram Glenn

LOCAL 872 LABORERS

ITS SAFE AND GOOD

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222 CV 00912 H.R. 12
GLEN

JANUARY

Calendars
2016-
2020

Calendar
2016

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
# 24 Calendars	28	29	30	31	1 New Year's Day Laborers Local 872 Contractual Holiday	2
	4	5	6	7	8	9
10	11	12	13	14	15	16
	UNION MEETING	19	20	21	22	23
17	18 Martin Luther King, Jr. Day Observed as Laborers Local 872 Contractual Holiday if notice is given by the employee no less than 48 hours prior to the holiday	26	27	28	29	30
24	25					
31						

TOMMY WHITE
Business Manager
Secretary Treasurer

DAVID
"MCUNION"
MCCUNE
President

MARCO
HERNANDEZ
Vice-President

"BIG LOU"
DESAVIO
Recording Secretary

ARCHIE WALDEN
Executive Board

MIKE BASILIA
Executive Board

CHRISTY TORRES
Executive Board

JOE DELUCCIA
Sergeant-At-Arms

EDDIE RAMIREZ
Auditor

HENRY BAKER
Auditor

DAVID PRUITT
Auditor

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Fax (702) 452-4282

FEBRUARY 2016

43

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31	1 UNION MEETING	2 Groundhog Day	3	4	5	6
7	8 off	9 2.0 1-3:30	10 6:52-7:35 9.0	11 1:30-3 PM 7.0	12 COOK UNION	13 COOK CICGW UNION
14 22.5	15 off dish	16 7:30-12:00 4.5	17 10:00 hr start date	18 10:00 hr Hullery UNION	19 Lincoln's Birthday	20
21 10.00 hr Double	22 10:00 hr Washington's Birthday	23 10.00 hr	24 10.00 hr	25 10.00 hr	26	27
28	29 10	10	1 10 am phase II	2 3	4	5

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Business Manager
Secretary Treasurer
- DAVID**
"MCUNION"
President
- MARCO**
HERNANDEZ
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- "BIG LOU"**
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Recording Secretary
- IRCHE WALDEN**
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- MIKE DESILVA**
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- CHESLY TORRES**
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- JOE DELACROIX**
Sergeant-At-Arms
- EDDIE RAMIREZ**
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- HENRY BAKER**
Auditor
- DAVID FRUIT**
Auditor

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MARCH 2016

FEBRUARY 2016						
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28	29	1	2	3	4	5
	10:00	10:00	Phase II 10:00 AM 10:00	10:00 hr		
6	7	8	9	10	11	12
	10:00 hr	10:00 hr	10:00 hr	10:00 hr		
13	14	15	16	17	18	19
Start Daylight Savings	10	10	10	10	10 off	10
20	21	22	23	24	25	26
First Day of Spring Palm Sunday	10	10	10	10		picnic
27	28	29	30	31		2
	10	10	10	10	Good Friday	
Easter						

www

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200

APRIL 2016

MARCH 2016						
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24	25	26	27	28	29	30
	10	10	10	10	Earth Day	Pesach (Passover)

WELLS

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JUNE 2016

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MAY 2016

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 Shop weeds 10	3 Larbor re/c Barry 10 Hortives 1/2 day	4 10 weeds	5 10 Barry Cinco de Mayo	6	7
8	9 10 weeds Shop	10 10 Shop weeds	11 10 Mountain Free	12 Shop RAD 1/2 10	13 12:30-5 Zappos	14 Cashman 11:00 with Ian AR 630-830 PM Lamb Family
15 Mother's Day UCLA payment \$140000	16 Free 10 weeds Shop	17 clean weeds truck class	18 class 10 clean weeds	19 10 Abad Deet	20	21 6-9 LVE Armed Forces Day
22	23 10	24 10	25 10 LVE Briggs	26 PU-truck Ice clean Shop 10	27	28
29	30 Memorial Day Laborers Local 872 Contractual Holiday	31 10 Port of Gast weeds	1	2	3	4

HERNANDEZ

180
JUNE 2016

JULY 2016						
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SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

29	30	31	1	2	3	4
	Off	10	Clear Weed	Port Gaston 10 Shop	Ken	Ken
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	DOAZ Barat fee UNION MEETING	DOAZ 20AZ	10 20AZ LVE	10 20AZ	500 AM LA	11
12	13	14	15	16	17	18
	10 20AZ	10 Flag Day	10 10	10 6-9 NSTEC	500 AM LA	18
19	20	21	22	23	24	25
LAURAN	10 SPEC ABAD First Day of Summer	10 SPEC ABAD	10 SPEC LVE	class 800 FIRE EX SPEC SHOP CLEAN	803	25
26	27	28	29	30	31	2
Father's Day	LAURAN 10 SPEC	10 20AZ DOAZ W. P. S. M. S.	10 20AZ	10 SHOP	840	2

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Secretary Treasurer

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Executive Board

JOE DELICCHIA
Sergeant-at-Arms

EDDIE RAMIREZ
Auditor

HENRY PARKER
Auditor

DAVID FRUITI
Auditor

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JULY 2016

150

JUNE 2016						
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AUGUST 2016						
S	M	T	W	T	F	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

26	27	28	29	30	1	2
					max vs 1 KEN MONTA	
3	4	5	6	7	8	9
	off	10 p:00 2:00	10 BEN HILL	10 BCEP		wet wild
10	11	12	13	14	15	16
	10 shop	10 Fred mercant rat/mast	10 weed/shop cat magg fat	10 3h 6:00 shop		12 ROSEN R-200
17	18	19	20	21	22	23
	shop rat	recycle recut class 10 pells 10	rat 10 offers offers	shop 5h R-10		Butler 23 30 70
24	25	26	27	28	29	30
off battery	10 Bene Hill shop Rat Bat on	10 shop cow weed pium	shop v-c Rat 10	10 Bee R-10		
31						

TOMMY WHITE
Business Manager
Secretary Treasurer
DAVID
"MACJON" MCCUNE
President
MARCO
HERNANDEZ
Vice-President
"BIG LOU"
DESILVO
Recording Secretary
ARCHIE WALDEN
Executive Board
MIKE DASILVA
Executive Board
CHRIST TORRES
Executive Board
JOE DELBUCCA
Sergeant-At-Arms
EDDIE RAMIREZ
Auditor
HENRY BAKER
Auditor
DAVID PRUITT
Auditor
 2945 Red Rock Street
Las Vegas, NV 89146
Phone (702) 452-4440
Fax (702) 452-4252

702-375-1525
LV
LV Paving

AUGUST 2016

SEPTEMBER 2016						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

JULY 2016						
S	M	T	W	T	F	S
				1	2	
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
140 31	10 1 shop UNION MEETING	10 2 shop w/da Tas per	10 3 shop weeds 160 weeds Gatos	10 4 spe shop weeds	500 5 Labor DOT	6
7	10 8 shop weeds	10 9 Hill	10 10 mercury Radio shop	10 11 spe shop	12	13
14	15 SPE 10	16 spe 10	17 10 SPE	18 10 spe	19 Rye 11:00 De Veen	20
21	22 SPE 10	23 SPE 2 hr 20 AZ 8 hr	24 SPE 10	25 10 spe	26 SPE	27
28	29 10 SPE	30 10 SPE	31 10 SPE sand bags	1 spe	DR Vene 11:45	3
						Seal Records

TOMMY WHITE
Business Manager
Secretary Treasurer

DAVID
"MCCHUNE"
"MCCHUNE"
President

MARCO
HERNANDEZ
Vice-President

"BIG LOU"
DISSALVO
Recording Secretary

ARCHIE WALDEN
Executive Board

MIKE DASILVA
Executive Board

CHESTY TORRES
Executive Board

JOE DELUCCIA
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EDDIE RAMIREZ
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Auditor

DAVID PRUITT
Auditor

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Las Vegas, NV 89146
Phone (702) 452-4440
Fax (702) 452-4252

SEPTEMBER 2016

AUGUST 2016

S	M	T	W	T	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

OCTOBER 2016

S	M	T	W	T	F	S
						1
						2
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						26
						27
						28
						29
						30
						31

SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

28	Rats 29 10	1	30	31	1	2	3
4	off NO UNION MEETING Labor Day Laborers Local 872 Contractual Holiday	5	10 SPE / beat Test	6	7	8	9
11	10 SPE Lunch	12	10 SPE Batch P 1900	13	14	15	16
18	10 SPE Recycle	19	10 SPE glasco	20	21	22	23
25	10 SPE Gator	26	10 SPE Final	27	28	29	30

TOMMY WHITE
Business Manager
Secretary Treasurer

DAVID
"MCUNION"
MCCUNE
President

MARCO
HERNANDEZ
Vice-President

"BIG LOB"
DESARNO
Recording Secretary

ARCHIE WALDEN
Executive Board

MIKE DASILVA
Executive Board

CHRISTY TORRES
Executive Board

JOR DELUCCA
Sergeant At Arms

EDDIE RAMIREZ
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HENRY BAKER
Auditor

DAVID PRUITT
Auditor

2345 Red Rock Street
Las Vegas, NV 89146
Phone (702) 452-4440
Fax (702) 452-4362

NOVEMBER 2016

1700
1500
1300
1100

OCTOBER 2016	S	M	T	W	T	F	S
1	2	3	4	5	6	7	8
9	10	11	12	13	14	15	16
17	18	19	20	21	22	23	24
25	26	27	28	29	30	31	

DECEMBER 2016	S	M	T	W	T	F	S
1	2	3	4	5	6	7	8
9	10	11	12	13	14	15	16
17	18	19	20	21	22	23	24
25	26	27	28	29	30	31	

SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

30	31	1	2	3	4	5
End Daylight Savings	1000 1000 1000	Shop lockers 1000	Shop mercury checks 1000	6:00 Shop locks AD 15, FEL 10	8:10 Eye 11:00 study pr 205-330	5
6	7	8	9	10	11	12
		APUS 10 Furniture	10	10	DR Jensen 8:30 study Veterans Day Laborers Local 872 Contractual Holiday	12 Force 10:00 AM
13	14	15	16	17	18	19
	1000	10	10	10	NV Power GAS 12-4 Bed Baker	
20	21	22	23	24	25	26
	Barry Rat Shop 10	Shop lockers 10	Best AD Shop 10			
27	28	29	30	1	2	3
	10	10	10			

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Secretary Treasurer

DAVID MCCUNE
President

MARCO HERNANDEZ
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Auditor

DAVID PRUITT
Auditor

2645 Red Rock Street
Las Vegas, NV 89146
Phone (702) 452-4440
Fax (702) 452-4832

222 CV 00112 HIRANGIRAN Feb 11

December 2016

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	
25	26	27	28	29	31	

February 2017

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

JANUARY

Calendar

Sunday

1 19015

New Year's Day

8

15

22

29

Monday

4

11

18

25

31

Tuesday

5

12

19

26

3

Wednesday

6

13

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27

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Thursday

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28

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Friday

10

17

24

31

7

Saturday

10

17

24

31

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STORY COUNTY

The V&T Railroad was an engineering marvel. More than 50 trains a day traveled in and out of the Comstock in the mid 1870s.

2027 0342

2027 0342

January 2017

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

March 2017

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

FEBRUARY

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

193

5

6 Day Bed
Snow Food - Pot hole
CHRISTOPHER

12

13 Shop
(10)
Valentine's Day

19

20 Dr White
800 G.H.
Presidents Day

26

27 Phase II
audio - mental
Range Barry
(10)

1 10 Sal. shop

3 10.5
VIA
Saw cut
Pot hole

8 w.B.T.
Batch put
Swacker
(10)

10
Helen

15 EXAM
Mercury
(10) shop

17 301
T-RAY
contenail AS

22 (10)
Mercury
DAG
ICE cap

24 DR Jenson
9:30 (10) TASTC FZSS
Range Barry
12 pm
11-12

28 Range
Barry / Nival
wTL
7-7:30
(12.5)
363
180
5 40/3
633

25
Mercury
SAL GARY

CHURCHILL COUNTY

Established in 1861 and named after Fort Churchill, which was named after General Sylvester Churchill, a Mexican-American War hero who was Inspector General of the U.S. Army in 1861.

February 2017

S M T W T F S
1 2 3 4
5 6 7 8 9 10 11
12 13 14 15 16 17 18
19 20 21 22 23 24 25
26 27 28

MS Hill
702
189 4345
Audio Hearing

April 2017

S M T W T F S
2 3 4 5 6 7 8
9 10 11 12 13 14 15
16 17 18 19 20 21 22
23 24 25 26 27 28 29

MARCH

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

#006016

190

180
170
350
543
93

ELKO COUNTY

Writer and commentator Lowell Thomas called Elko the last cowtown in America. Elko is the home of the annual Cowboy Poetry Gathering.

March 2017

S	M	T	W	T	F	S
		1	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

170

2

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9

10

16

Easter

23

30

APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

170

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Easter

23

30

APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

170

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Easter

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APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

170

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Easter

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APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

170

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Easter

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APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

170

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Easter

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APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

170

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Easter

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APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

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16

Easter

23

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APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

170

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Easter

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APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

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Easter

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APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

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Easter

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APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

170

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Easter

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APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

170

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16

Easter

23

30

APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

170

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16

Easter

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APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

170

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9

10

16

Easter

23

30

APRIL

May 2017

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

170

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16

Easter

May 2017

S	M	T	W	T	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

July 2017

S	M	T	W	T	F	S
						1
		2	3	4	5	6
	7	8	9	10	11	12
	13	14	15	16	17	18
	19	20	21	22	23	24
	25	26	27	28	29	

JUNE

1184	10
1194.5	

894	190
1084	
1180	
1180	
1180	

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

110 1104.5
28

29 30

15 Jk Deck
100% Dry Snow
Shop / Don (10)

2

3

4 1104.5
90.0 mop floor
1194.5 (10)

6 Shop (10)
weed
Electronics

7 TAP (10)
Sister

8 (10) Jerry

10

12 Jasper
Toni Fred
Right Shift (10)

13 Jasper
Ryan, Big Weiz
Farm around Mike (10)

14 P300
Boris/Dang/Jay/Shea
Cory (10)

15 TAP
Hanni/Urius
Beef Joint
(10) View Test for Red

16 Lobster
Dang/Shea
18st Red

17 Iron
A.F. View

19 U1A
Toni
Dred of Truck (10)

20 U1A
Toni
Truck (10)

21 Jasper
Boris/Dang/Jay/Shea
Cory (10)
First Day of Summer Rats

22 ICE
IH Mercury
GS/Katy/GT/Jerry/Shea
(10)

23 ASL (10)
RECUIT

24 ASL
CA Retiree
Toni/Don (10)

26 Mercury
Toni
Nigel
Dina
Shane
AOT (10)

27 Post job
U1A P300
Barry
Jay
Mike (10)

28 Jasper
Justin
Scars
AT-View for (10)

29 Shop
recycle/water
Nigel
(10)

30
Boris
Nigel

COSSCO
1 LVL
120

PERSHING COUNTY

Pershing County located in Cowboy Country features the
round courthouse in the United States.

457 457

June 2017

S M T W T F S
1 2 3
4 5 6 7 8 9 10
11 12 13 14 15 16 17
18 19 20 21 22 23 24
25 26 27 28 29 30

August 2017

S M T W T F S
1 2 3 4 5
6 7 8 9 10 11 12
13 14 15 16 17 18 19
20 21 22 23 24 25 26
27 28 29 30 31

JULY

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

150
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28

29

9 N 4 HOS
1000 Road Building

10 water for
F. Williams my
Terry CJ
(10) Fleet

11 Shop
Mason
P. K. (10)

12 Show
(10)

13 Shop
10
Saw 12.3
Wash 10

14 Saw Faw
H. (10)
525

15 Saw Faw
H. (10)

16 Red Plot
1000 Road Building
Chic
Saw 12.3

17 Shop
Shop
Atlas (10)

18 Shop needs
R. G. (10)
Barry

19 All hands
Meeting Rep
Jim Holt (10)
H. an. W. the no

20 ICE
DAG
(10) loose
H. H. H. H. H.

21 10.30
10.30

22

23
10.30

24 LOOSE
Shel
10 31

25 LOOSE
Shel (10)

26 ADT
LOSC
F. H. H. H. H. (10)
Jim

27 LOSEC
(10) DR white

28 Visa
P. H. H. H. H. (10)
LA H. H. H.

29 Suncoast
KG M4Z

ESMERALDA COUNTY

Even though Goldfield was once the largest city in Nevada
it's now the second-smallest county seat in the U.S.

201 July 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

5/1 10-00 - 2012

488 627 8112



AUGUST

SL 7617
902 7617

4-4
396 0304

September 2017

S	M	T	W	T	F	S
						1
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

6	12445 200 144550	7	LOSEC - WS 10	8	5555 10	9	LOSEC ED 10	10	10 LOS partial Bob	11		12	125 LOS	13	12445 200 144550 1-4 Labpres 29 rally	14	LOSEC - 10	15	10 LOSEC PAID ROOM	16	200243900 10 10	17	AF555 Tapa LOS 10 301 And/20-404	18	Swan St goupen SLS Dase Kuz	19		20	10 LOSEC 119 weed	21	10 mercury 119 weed	22	10 mercury 119 weed	23	10 mercury ON SHOT Barr weeds 119	24	Ice 10 weeds mercury Barr 119	25	4hr Twp Area Fleet 6 11 hr	26	10 mercury 119 weed	27	10 mercury 119 weed	28	10 mercury 119 weed	29	10 mercury 119 weed	30	10 mercury 119 weed	31	10 mercury 119 weed
---	------------------------	---	---------------------	---	------------	---	-------------------	----	--------------------------	----	--	----	------------	----	---	----	---------------	----	--------------------------	----	-----------------------	----	---	----	-----------------------------------	----	--	----	-------------------------	----	---------------------------	----	---------------------------	----	---	----	--	----	----------------------------------	----	---------------------------	----	---------------------------	----	---------------------------	----	---------------------------	----	---------------------------	----	---------------------------

WASHOE COUNTY

The Reno Ice Pavilion once lived in Atlantic City, NJ before all 16,000 square feet of it was dismantled and moved to the big little city.

August 2017

S	M	T	W	T	F	S
1	2	3	4	5		
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

October 2017

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SEPTEMBER

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

3					1	2
10	11 PAD Batch Plant Patriot Day (10)	12 PAD-36 VIA (10) Trucks not stop	13 5:00 AM Shop (10)	14 Shop Lighting Beef (10)	15 S KOUX act Smart 2:45	16 Red Kenny G concert
17 MAYSA LAWSON 5:50	18 Flg 94-3 RHIO Atlas (10)	19 ATLAS GATE S Picture (10) new presentation	20 ATLAS pic correction 8:18 3:55 10-2 w Russell	21 Random Drug Test 7:45 Atlas (10)	22 Mercury Coffington (10) Roo Fell First Day of Fall	23 Sept 11 Mend Rice work 8:30-11 PAID
24	25 Conference Room (10)	26 11:45 6:30 Shop (10)	27 Shop 11:45 Hart's virus (10)	28 ICE Rtct Shop (10)	29 Losee (10)	30

LYON COUNTY

Misfits Flats off Highway 50 near Stagecoach takes its name from the John Huston film Huston used the privately owned area to film a complicated wild horse round up with Clark Gable, Marilyn Monroe, Montgomery Clift and Eli Wallach.

September 2017

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

1605
180
1785

November 2017

S	M	T	W	T	F	S
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

1606

1820.5

OCT 08 PM

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 1800 Fl Her miss shooting	2 Shop wbt TAD etc wash water TAD	3 Concreter Bog 10	4 weeds 628 10	5 POD Rats 10	6 eye	7 Legion HMC
8	9 POD/unicorn AP Columbus Day 10	10 P-Tunnel Hanti Virus 10	11 Mercury mask recyclables shop 10	12 Beef rats 10	13 PR Barton	14 Federal
15 Green Lam Lytic	16 Shop, rats weeds 10	17 Shop/weeds rail carts/barr LO Sec Rd 10	18 Start Lose shop weeds 10	19 726 Asbestos mercury 10	20 Air port	21
22	23 682 mercury shop 10	24 mask clbins Asbestos 10	25 mask vertical asbestos shops 10	26 rats Beef 10	27 Nevada Day	28
29 Tessie 5 mats Boat	30 Shop Rats clean UAC 10	31 Patch with plant 10 Halloween		2	3 1820 total present	4

LANDER COUNTY

Austin's oldest church, St. Augustine, requires the establishment's bells the tower to be rung by pulling a rope located in the men's restroom

October 2017

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

147
239
386

December 2017

S	M	T	W	T	F	S
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

147
319
466

NOVEMBER

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

5 EY 252.00 Daylight Saving Time Ends	6 mercant 118 pathole 10 Nigh	7 10 spent 1000pm	8 SIDNEY off	9 off	10 Beef 118 pot-hole 10 Nigh	11 Veterans Day
12 spent 900pm	13 shop Scars (10)	14 shop signj pake holds (10)	15 shop parkins 10+ (10)	16 Beef Rats (10)	17 Beef Rats (10)	18
19	20 shop (10) need	21 DOD don't sanity (10)	22 LOSE RR core (10) brill forge	23 3208 off Thanksgiving Day	24	25 4:15:550
26 AOT \$2027140 (10)	27 back (10)	28 shop Bart Lot credit card (10)	29 shop recycle Blue support Mickey Hymie (10)	30 10		

Don't map

EUREKA COUNTY

According to an old law in Eureka, Nevada men who wear mustaches are forbidden from kissing women.

November 2017

S M T W T F S
1 2 3 4
5 6 7 8 9 10 11
12 13 14 15 16 17 18
19 20 21 22 23 24 25
26 27 28 29 30

Sunday Monday Tuesday Wednesday Thursday Friday Saturday

DECEMBER

January 2018

S M T W T F S
1 2 3 4 5 6
7 8 9 10 11 12 13
14 15 16 17 18 19 20
21 22 23 24 25 26 27
28 29 30 31

Sunday Monday Tuesday Wednesday Thursday Friday Saturday

Sunday Monday Tuesday Wednesday Thursday Friday Saturday

Sunday Monday Tuesday Wednesday Thursday Friday Saturday

Sunday Monday Tuesday Wednesday Thursday Friday Saturday

3	4	5	6	7	8	9
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24	25	26	27	28	29	30
31						

CLARK COUNTY

Shrimp consumption in Las Vegas is more than 60,000 pounds a day -- higher than the rest of the country combined!

222 CU COMIZ HIRNGIEN

2018
Calendar

TOMMY WHITE
Business Manager /
Secretary Treasurer

22	23	24	25	26	27	28
29	30	31	1	2	3	4

TOMMY WHITE
Business Manager /
Secretary Treasurer

DAVID MCUNION
MCCUNE
President

MARCO HERNANDEZ
Vice-President

"BIG LOU" DESALVIO
Recording Secretary

ARCHIE WALDEN
Executive Board

MIKE DASILVA
Executive Board

CHELSEY TORRES
Executive Board

JOE DELUCCIA
Sergeant-At-Arms

EDDIE RAMIREZ
Auditor

HENRY BAKER
Auditor

DAVID PRUITT
Auditor

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Las Vegas, NV 89146
Phone (702) 452-4440
Fax (702) 452-4262

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
31 170	1 New Year's Day Laborers Local 872 Contractual Holiday	2 10	3 10	4 10	5	6
7	8 10 Union Meeting	9 10	10 10	11 10	12 Sears MC 927	13
14	15 Martin Luther King, Jr. Day Observed as Laborers Local 872 Contractual Holiday if notice is given by the employee no less than 48 hours prior to the holiday.	16 10	17 10	18 10	19	20
21	22 10	23 10	24 827 Sears 10	25 10	26	27
28	29 10	30 10	31 10	1	2	3

FEBRUARY 2018

S	M	T	W	T	F	S
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21	22	23	24	25	26	27
28	29	30	31			

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
150				1 (10)	2 Groundhog Day	3
4	5 (10) Union Meeting	6 (10)	7 (10)	8 (10)	9	10
11 Easter	12 (10) Lincoln's Birthday	13 Sears (21) (10)	14 (10) St. Valentine's Day Ash Wednesday	15 (10) RAD II	16 Special Effect Chinese New Year	17
18	19 President's Day Laborers Local 872 Contractual Holiday	20 (10) Washington's Birthday	21 (10)	22 (10) Rad II	23	24
25 Sears S.O.S.	26 (10)	27 (10)	28 (10)	1 10	Sands 2	3

TOMMY WHITE
Business Manager
Secretary Treasurer

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MCCUNE

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5

FEBRUARY 2018

2012

FRANCES PERKINS
Secretary of Labor

TOMMY WHITE
Business Manager
Secretary Treasurer

DAVID MCCUNE
MCCUNE
President

MARCO HERNANDEZ
Vice-President

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S	S	T	T	F	S
4	5	6	7	8	9
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18	19	20	21	22	23
25	26	27	28		

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				⑩ 1 Laborers Local #872 81st Anniversary	2	3
4	⑩ 5 Union Meeting	⑩ 6	⑩ 7	⑩ 8 WTL DAG	9	10 SLS wine taste
11 Brain cul KUNV Daylight Savings Begins	⑩ 12	21 13 SMC ⑩ 60 PD	14 ⑩ 5 WTL Batch	15 70ster 10-12:30 catering ⑩	16 200 transfer LVCC union 12:30 MF	17 union 400gm St. Patrick's Day
18 TATOS	Atas 19 ⑩	Jasper 20 ⑩ First Day of vac Spring	21 WBT Picture ⑩	Latter 22 B pay Beef ⑩	23	Feb 24 CCIC
25 Palm Sunday	⑩ 26 mercury 2	DAG 27 65.00 ⑩ ADT	28 shop ⑩ CROWD ⑩	29 WBT shop ⑩ 400 DL white	30 heater 12:30 Good Friday	31 Meeting

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MAY 2018

S	M	T	W	T	F	S
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13	14	15	16	17	18	19
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27	28	29	30	31		

MARCH 2018

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APRIL 2018

68605891
Glenns 03 p988 word

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
94.50 0081 net Easter	shop Union Meeting	Atlas	Batch Piglet	wine 8-10 Batch Piglet	10:15 Sqn Drigo 6351# 20773072596	Open House 6:00 Sqn Drigo
103.5 8	wine Red Rock 10-8 Batch Piglet	UFA Tort 10	10 UFA	wine 8-10 UFA Piglet	13 Batch Piglet Sears CKL	14 445 PROM
15	16 Atlas	Arch 5 10	Arch 5 10	wine 8-10 Batch Piglet	19 Batch Piglet FP	21 Norman Union
22 uncoast glasses Earth Day	23 Batch Piglet well 3	24 D AF 10 Geico \$252.00 FP	25 643. Sears D AF 10	wine 8-10 Batch Piglet	26 Batch Piglet FP	27 Survey 9:45 11:15 ADT AGS
28	29 10.5	30 Pesach FP (Passover)	31 2	wine 8-10 Batch Piglet	32 4	33 5

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JUNE 2018

S	M	T	W	T	F	S
					1	2
				5	6	7
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				26	27	28
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				31	1	2

APRIL 2018

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22	23	24	25	26	27	28
29	30					

MAY 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
19 th	record (10)	211 1 (10)	211 2 (10)	Def 3 (10)	4	5 CINCO DE MAYO
6 cookies	Shop 7 (10) DAG Union Meeting	Batch 8 DAG (10)	(10) 9 Atlas	(10) 10 Beef	UNK 11 PU LATVIAN HOIL	12
13 mc savers Mother's Day	Batch 14 (10)	Batch 15 (10)	Batch 16 (10)	(10) 17 Batch shop Flect Atlas	215 18 3:40 AD 10:40 par	19
20	(10) 21 Batch	(10) 22 Batch	Finlat 23 (10) Batch 31 2000	Head 24 Beef/Shop (10)	Sears 564.14 25 Lahiran mrgwen	26 12:00 70shg Graduation
27	28 off Memorial Day Laborers Local 872 Contractual Holiday	(10) 29 Atlas Head	(10) 30 Batch shak.	8.0 31 New or	1 Bent	2

Total 1-5 872.5

4103FR

TOMMY WHITE
Business Manager
Secretary Treasurer

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Vice-President

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JULY 2018

APRIL 2018

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

JUNE 2018

Saturday

Friday

Thursday

Wednesday

Tuesday

Monday

Sunday

2	TPB	1	TPB	7	TPB	6	shop TAYLOR BROWN	5	CP 40 (10) DOR	4	(10) CP 40 DOR	3	TPB
9		8	h912 CP DOR	14	CP MONEY TREE DOR	13	LOST ADAR SEARS NC	12	(10) SLOW CP	11	(10) CP Union Meeting	10	cell phone
16		15	7:15 DOR Haltal	21	Gabe HERE CP	20	(10) CP	19	(10) CP	18	CP DOR credit cancel. Chet Total	17	Filters
23	Total	22	7:15 DOR Haltal	28	First Day of Summer DOR	27	ADT 65.00	26	(10)	25	slot add DOR CP Hall	24	Father's Day
30	10.43 DOR	29	10.43 DOR	28	10.43 DOR	27	10.43 DOR	26	10.43 DOR	25	10.43 DOR	24	disparity

Blatant

intentional

OR+143

130

106.62

1062.58

7 min 59 sec

JULY 2018

page
CARAVANS

Deep
Cherokee
Chara cter
defamation

MAINTENANCE

JUNE 2018

S	M	T	W	T	F	S
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

AUGUST 2018

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<p>160 172.5</p> <p>7</p> <p>GE 100</p> <p>\$210.00 WBT</p> <p>10 5 am</p> <p>Union Meeting</p>	<p>2</p> <p>GE 100</p> <p>\$210.00 WBT</p> <p>10 5 am</p> <p>Union Meeting</p>	<p>3</p> <p>Area 5</p> <p>Shop</p> <p>(10)</p>	<p>4</p> <p>Independence Day</p> <p>Labors Local 872 Contractual Holiday</p>	<p>5</p> <p>At 6:30</p> <p>Top 200</p> <p>High School</p> <p>(10)</p>	<p>6</p> <p>DR Miller</p> <p>11:45</p>	<p>7</p>
<p>8</p>	<p>9</p> <p>Batch</p> <p>(10)</p>	<p>10</p> <p>Cricket</p> <p>5-5:30</p> <p>Batch</p> <p>(12)</p>	<p>11</p> <p>WTL</p> <p>Batch</p> <p>(10.5)</p>	<p>12</p> <p>hair</p> <p>(10)</p>	<p>13</p> <p>800 AM</p> <p>Budget</p> <p>540</p> <p>Master</p>	<p>14</p> <p>10:00</p> <p>San Diego</p>
<p>15</p> <p>pg 4 of</p> <p>explor</p> <p>area 5</p> <p>ditches</p>	<p>16</p> <p>Area 5</p> <p>Trench</p> <p>Backfill, Dist</p> <p>(10)</p>	<p>17</p> <p>POD</p> <p>Jersey</p> <p>(10)</p>	<p>18</p> <p>POD</p> <p>Alld</p> <p>bowling</p> <p>5:00</p> <p>(10)</p>	<p>19</p> <p>UJA</p> <p>Fee</p> <p>OCW</p> <p>maru</p> <p>(10)</p>	<p>20</p> <p>800 AM</p> <p>800 AM</p>	<p>21</p>
<p>22</p>	<p>23</p> <p>AD</p> <p>(10)</p> <p>UJA</p> <p>suncoast</p>	<p>24</p> <p>(10)</p> <p>UJA</p> <p>AD</p>	<p>25</p> <p>AD</p> <p>Lighting</p> <p>(10)</p> <p>UJA</p>	<p>26</p> <p>(10)</p> <p>Shop</p> <p>DR Rogers</p> <p>Sisters</p>	<p>27</p> <p>ADT 65.00</p> <p>AMerica First</p>	<p>28</p>
<p>29</p> <p>shop</p> <p>500</p> <p>Labors</p>	<p>30</p> <p>CDL</p> <p>800 AM</p> <p>(10)</p> <p>Fleet</p> <p>(10)</p> <p>suncoast</p>	<p>31</p> <p>Fleet</p> <p>(10)</p>	<p>1</p> <p>5105</p> <p>5105</p> <p>1</p>	<p>2</p>	<p>3</p>	<p>4</p>

TOMMY WHITE
Business Manager
Secretary Treasurer

DAVID MCCUNE
President

MARCO HERNANDEZ
Vice-President

"BIG LOU" DESALVO
Recording Secretary

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Auditor

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Sunday

1

9

1

1

5

— 3

6

SEPTEMBER 2018

AUGUST 2018

S	M	T	W	T	F	S
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OCTOBER 2018

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21	22	23	24	25	26	27
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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<p>210</p> <p>#270411892</p> <p>10-10-18</p> <p>LIONEL RICHIE</p>	<p>3</p> <p>NO UNION MEETING</p> <p>Labor Day</p> <p>Laborers Local 872</p> <p>Contractual Holiday</p>	<p>4</p> <p>Batch</p> <p>call</p> <p>Angie</p>	<p>5</p> <p>6902</p> <p>Roberta</p>	<p>6</p> <p>Beef</p>	<p>7</p>	<p>1</p>
<p>2</p> <p>LA</p> <p>Rosh Hashanah</p> <p>Grandparents Day</p>	<p>10</p> <p>WBT</p> <p>6902</p>	<p>11</p> <p>Talk to</p> <p>GAG</p> <p>about</p> <p>Truck</p> <p>Batch</p> <p>Snop</p> <p>Patriot Day</p>	<p>12</p> <p>ICE ROBBING</p> <p>Gman talk</p> <p>about Truck</p> <p>Snop</p>	<p>13</p> <p>Beef</p>	<p>14</p> <p>DR Kemi</p> <p>10:00</p> <p>6902</p> <p>Free agents</p>	<p>15</p> <p>Fee</p> <p>Roobies</p> <p>Back</p> <p>PADS</p> <p>6902</p>
<p>16</p> <p>10:05</p>	<p>17</p> <p>Batch</p> <p>shakes</p>	<p>18</p> <p>Batch</p> <p>Yom Kippur</p>	<p>19</p> <p>Batch</p>	<p>20</p> <p>Beef</p> <p>water</p> <p>Snop</p>	<p>21</p> <p>Fee</p> <p>PAD Chopped</p> <p>FR-e</p> <p>Butter</p>	<p>22</p> <p>Back to Rock</p> <p>Roobies</p>
<p>23</p> <p>3009</p>	<p>24</p> <p>Batch</p> <p>0.540</p> <p>K.O</p>	<p>25</p> <p>Batch</p> <p>Transfer Top</p> <p>Ride</p>	<p>26</p> <p>ADT</p> <p>Batch</p> <p>cake</p>	<p>27</p> <p>RAP</p> <p>ADT</p> <p>6500</p>	<p>28</p> <p>6902</p>	<p>29</p> <p>Batch</p>

TOMMY WHITE
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866-856
4143
COVER ALL
Gabe
Taylor
STEVEN
GLEN

OCTOBER 2018

SEPTEMBER 2018

NOVEMBER 2018

S	M	T	W	T	F	S
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Sunday Monday Tuesday Wednesday Thursday Friday Saturday

190	Shaker Blow off (10) Union Meeting	told about truck spoil (10) batch	B-DAT DAG sand bags Ruff (10) RIDE	9902 Dione Duck (10)	DAG Santana (10) Ruff Barny ✓	Blatant decision 6
7	DAG FEE HOLDS BESS Columbus Day (10)	LOSC GAS JOSE ADAM JOHN (10)	Lionel Ricks LOSC (10)	11 LOSC (10)	DIGN DYKES paper work COLD WAR	13
14	LOSC JOSE in pennis (10)	LOSC Redeye JOSE GARY (10)	LOSC TRANS TOLD (10)	LOSC JOSE BLACK SHOT (10) TRANS	Dentist DR VANI	20
21	SHOP JOSE (10)	POD JOSE JOSE (10)	POD JOSE CLARA (10)	Beef 25 (10)	14 bars 8 15 XL (10) Shaker Nevada Day DANIEL	27 65.00
28	ability decision	Shop 29 OFFICE 285-00 (10) party	Shop 30 JOSE LAVI (10)	Shop 31 JOSE DAVE (10) Halloween	2	3

TOMMY WHITE
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NOVEMBER 2018

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DECEMBER 2018

OCTOBER 2018

S	S	M	T	W	T	F	S
1	2	3	4	5	6		
7	8	9	10	11	12	13	
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21	22	23	24	25	26	27	
28	29	30	31				

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
16 th 10:00 am mild 60° (160)	# 12344 Jasper (10)	F 401 3398 71 (5:5) Red Rock (10)	208 (10)	Jasper pat Dave (18)	2 (10)	Dentist 3 11:00
4 End Daylight Savings	Jasper 5 (10) Supper Union Meeting	6 Jasper Election Day	7 Shaker left 12:30	8 Nico (10) pat merc Beef (10)	9 copy Jasper Dentist # (10)	10 1047477135
11 Veterans Day Laborers Local 872 Contractual Holiday	off 12 Doughnuts FA 401 K Jasper	13 sears Doughnuts shop Red	14 Jose 535 Doughnuts Red 15	15 (10) 535 Robert #990	16 Dentist 8:30 UPS Hall Trans 17	Dentist 17 8:30 business Day
18 FIVE Jasper Red	19 (10) DOERS Red Rock 15	20 (10) DOERS	21 (10) DOERS 15 Red Rock	22 CSU WJ 9614 G Thanksgiving Laborers Local 872 Contractual Holiday	23 Family Day Laborers Local 872 Contractual Holiday	24 Red Rock
25 Jasper EVE return FIVE Jasper	26 SUN 12:00 (10) DOERS	27 ADT 10 DOERS	28 930-00 DOERS FIVE (10)	29 Jasper 1130 ADT (10)	30 closing Jasper CARP 128 L-233 31	Asbesto CASS part CASS

DECEMBER 2018

TOMMY WHITE
Business Manager
Secretary Treasurer

DAVID MCUNION
President
MCCUNE

MARCO HERNANDEZ
Vice-President

"BIG LOU" DESALVO
Recording Secretary

ARCHIE WALDEN
Executive Board

MIKE DASILVA
Executive Board

CHELSEY TORRES
Executive Board

JOE DELUCCIA
Sergeant-At-Arms

EDDIE RAMIREZ
Auditor

HENRY BAKER
Auditor

DAVID PRUITT
Auditor

2345 Red Rock Street
Las Vegas, NV 89146
Phone (702) 452-4446
Fax (702) 452-4262

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Chanukah Begins 150	Jorge 10 Union Meeting	Ted 10 Jorge 25	Ted 10 Jorge 25	Serge Ted 25 10	asbesto 7-3:30 Pearl Harbor Remembrance PU: 10:00 ADF INSIDE SCARS CLK planning Headboard	asbesto 7 11:00 CSU 22 PCLUCCIA
2	9 10 to 1-5 25 Jorge Burd 10	11 Jorge Burd 10	12 904 Robert Dennis want 10	13 SCARS 904 10	14 ADF INSIDE SCARS CLK planning Headboard	15 CSU
16	17 904 Bret	18 Bret 904 10	19 904 class 10	20 Halt 904 10	21 PCLUCCIA ARCHIE 11:00 - Dentist First Day of Winter	22 LOWES PCLUCCIA
23	24 Christmas Eve New Year's Eve 31	25 Christmas Day Laborers Local 872 Contractual Holiday	26 DORMS Kwanzaa Begins	27 Dorm	28 America's first Dentist 12:00 10 DORMS	29 REBATH 4:00
30 WASH DECEMBER 1-4						

NEVADA NATIONAL
NNSS
SECURITY SITE

Charles Darrow first developed the Monopoly game in 1933 and is based on Atlantic City, New Jersey.

February 2019

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

Case 2:22-cv-00712-RFB-BNW Document 26-1 Filed 08/17/23 Page 46 of 213

Charles Darrow first developed the Monopoly game in 1933 and is based on Atlantic City, New Jersey.

February 2019

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

MARCH

SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

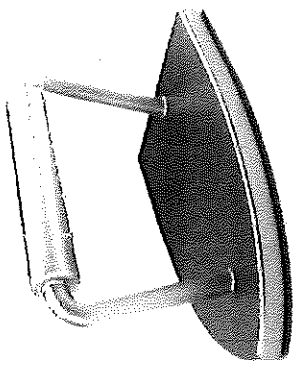
160 p	water bottle	cut all pipe		FCC WES DENWILL 1733 DARR	scrub pens clean bird pop	
Filter TRAD	OK (10) Nigel Beck FCC	Nigel (10) FCC Beck FINISH D	(10) FINISH D	(10) FCC Nigel Beck	C DARR	10 2
3	4	5	6	7	8	9
Daylight Savings Begins	C Nigel Beck FCC	Nigel Delf FCC (10)	FINISH C (10)	Beck Nigel (10) FCC (10)	Beck A K S C DARR	10 16
St. Patrick's Day pot luck 8:00-10:00 FCC	windows 1:00 renewal FCC	Beck Nigel FCC (10)	Spring Beck Begins Nigel Beck FCC (10)	10 Finish Nigel Beck FCC (10)	windows	22 23
24	25	26	27	28	29	30
Flag (10)	10 HAZ	10 HAZ	10 HAZ	10 HAZ	C S U	
31	25	26	27	28	29	30

February 2019

S M T W T F S
3 4 5 6 7 8 9
10 11 12 13 14 15 16
17 18 19 20 21 22 23
24 25 26 27 28

Darrow first manufactured and sold the Monopoly game in local Philadelphia department stores.

April 2019
S M T W T F S
1 2 3 4 5 6
7 8 9 10 11 12 13
14 15 16 17 18 19 20
21 22 23 24 25 26 27
28 29 30



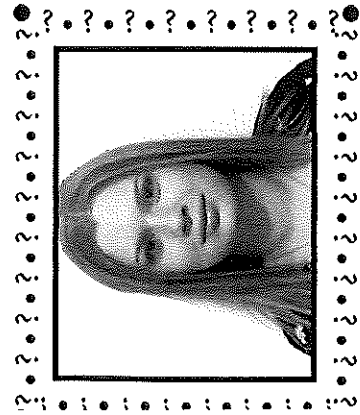
**SAVANNA
BRONSON**

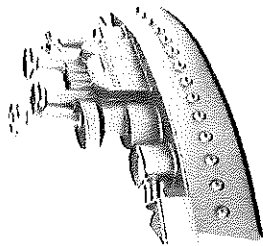
Age: 16

Hobbies: Reading

Sponsor:

Jessica Bronson,
Administration





ALEXANDRIA BUCY

Age: 16

Hobbies:

Volleyball & Music

Sponsor:

Debbie Mavros,

Compliance

Compound
[unclear]
[unclear]



APRIL

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
180 hr April Fool Day Nick Dzick Fec Wash 100 1	Fec Dzick Lunch 100 2	Fec Dzick Mare Guy 100 3	Fec Dzick Mare Guy 100 4	Fec Dzick Mare Guy 100 5	Fec Dzick Mare Guy 100 6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

DNISE shirt girl

The Monopoly game is currently published in 47 languages and sold in 114 countries.

May 2019
S M T W T F S
1 2 3 4
5 6 7 8 9 10 11
12 13 14 15 16 17 18
19 20 21 22 23 24 25
26 27 28 29 30 31

MAY

SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

CLARY
19150
Houghton
190 hr
JERRY
FIRE
MARK GUY
6904
RECO 70
DON
3
4

Cinco de Mayo
JERRY
FIRE
MARK GUY
6904
RECO 70
DON
3
4

Mother's Day
JERRY
FIRE
MARK GUY
6904
RECO 70
DON
3
4

LOW PIPE RD
JERRY
FIRE
MARK GUY
6904
RECO 70
DON
3
4

Memorial Day
JERRY
FIRE
MARK GUY
6904
RECO 70
DON
3
4

June 2019
S M T W T F S
1 2 3 4 5 6 7 8
9 10 11 12 13 14 15
16 17 18 19 20 21 22
23 24 25 26 27 28 29

More than 20 different tokens have made their way into the game, including an elephant, a purse, and a bag of money.

April 2019
S M T W T F S
1 2 3 4 5 6
7 8 9 10 11 12 13
14 15 16 17 18 19 20
21 22 23 24 25 26 27
28 29 30

ABIGAIL CRAWFORD

Age: 6

Hobbies:

Swimming & Reading

Sponsor:

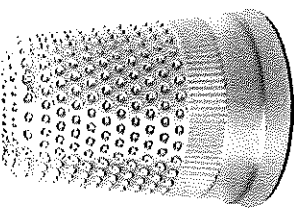
Kristen Crawford,

Nevada Operations
SUPER INTENDENT



damaged

NEVADA NATIONAL
NNSS
SECURITY SITE



CATELYNN ISTLE

Age: 7 Tourette
Syndrome

Hobbies:
Ballet, Swimming &
Writing

Sponsor:
John Istle,
Software Engineering



JUNE

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
(176)	no note					scars
	pipes Gerry (10)	pipes Gerry (10)	PIPE 1/2 FIRC 4.0 Gerry (10)	(10) Nigel Gerry continue fee space 5 1/5 windows	scars	scars
2	3	4	5	6	7	8
	Fee Nigel Gerry LIVCES (10)	Blue Dot Fee Bag Nigel up Gerry floor (10)	Bag + tile Fee Gerry Nigel shaded	CUT PIPE Fee Gerry NOT FOR CASH	scars	scars
9	10	11	12	13	14	15
	Father's Day (10) Ebon Nigel Fee 1/2 day pipe 1/2 day Five 1/2 day 16	Dirt pile 1/2 hallway 1/2 Ebon Nigel Fee (10)	→ (10)	PIPC 1/2 mechanical 1/2 (10)	Summer Scars Begins DAF Becky H. Water Robert H. Water Fee (10) Hono 21	scars
23	24	25	26	27	28	29
	scars 330 pipe 1/2 Nigel bag Fee 1/2 HHO Ebon (10)	5-5:30 (12)	windows pipes Lunch (12) #614 Nigel Fee	Bolter Room Ebon Nigel Fee	scars Aneric First 77	scars (1036 hr)
30	31					

May 2019

S	M	T	W	T	F	S
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

July 2019

S	M	T	W	T	F	S
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

The three most-landed-on properties in the
standard Monopoly game are Illinois Avenue,
"Go" and B&O Railroad.

Bulk Buy Discount

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

"hot pipe" GICCO
1/2 bottle
1/2 bottle card Kraft
Hiccopp (18) → (18)

Pipe $\frac{1}{2}$ Bolt
 Bolt $\frac{1}{2}$ 2
 12 12

Independence
Day

2008

KYLIE BUTLER

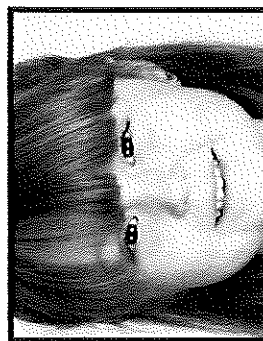
Age: 4

Hobbies:

Coloring & Swimming

Sponsor:

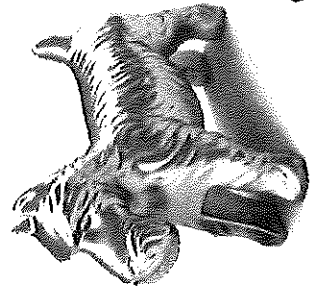
**William Butler,
Site Services**




NEVADA NATIONAL
SECURITY SITE

The total amount of money in a standard Monopoly game is \$20,580.

August 2019



ALEXIS NICHOLSON

Age: 4

Hobbies:

Gymnastics, Art & Dancing

Sponsor:

Kevin Nicholson, Systems & Compliance



AUGUST

SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

686058 91 Mentz

Glenns 03
pass word

UNION
CLINIC

day
low
E.B.N
FOU
p'd

pipe
cleap
p'p'p

pipe
Fou
Nigel

(10) PIPE
CREW

PIPE
CREW
oil

WASTIC
CREW (10)

FIRE
mask
sear

cricket

4

5

6

7

8

9

10

MASTIC
CREW

clean
out
figy/let

FECIBN
Nigel
stage rope

(10) FIRE
BIRD
Baker
part Junt

JLL 52
5496 F2
LAH/REG

11

12

13

14

15

16

17

(10) LINKS
DAMO
FECIBN NIG

COSTCO 5N
LOWEN
PARANO
DAMO NIG

HOSE late
Nigel
FEC
FBN

DAMO (10)
FEC
FBN
NORTH FIRE

Dated
Referral
830

HOME
DEPT
830

18

19

20

21

22

23

24

4 one
sears
830

FBN lost
Badge
FEC
Nigel
Nigel

NATK out
bad pay
FBN
Nigel

HOSE late
Nigel
FEC
FBN

(10) TANK
ITAN
Nigel

PAWN
HOSE

29

25

26

27

28

29

30

31

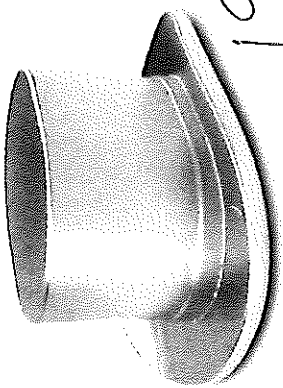
July 2019

S M T W T F S
1 2 3 4 5 6
7 8 9 10 11 12 13
14 15 16 17 18 19 20
21 22 23 24 25 26 27
28 29 30 31

Games of Monopoly have been played in unusual places including on a ceiling, underground, and on a U.S. nuclear submarine.

September 2019

S M T W T F S
1 2 3 4 5 6 7
8 9 10 11 12 13 14
15 16 17 18 19 20 21
22 23 24 25 26 27 28
29 30



JOANNA GELSTHORPE

Age: 6
Hobbies:
Swimming & NOZ
Family Time 1945
Sponsor: 0595
John Gelsthorpe, Policy
& Speical Projects



Navara



SEPTEMBER

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Becky to Labor Day TRAIA 1	20-A Boreilly, Denver Grady 2	20-A Boreilly, Denver Grady 3	6 Baker 642-904 4	LIVER FBN Nigel FEE LATE TRASH 105 5	Fleet PADS FEE LOW DON WHITCO CHRIS OPERATE 10-6 6	SONYA SPEARS FARNIVAL 7
180	20-A Boreilly, Denver Grady 8	20-A Boreilly, Denver Grady 9	Fleet PADS CHRIS 10 10	hose FIRE GUY LOW 10-12 11	THIS PER TRUCK DOGGY 14 13	Paul Cook TRUCK FARNIVAL 14
15	Jasper DANIEL 16	20-N Boreilly, Denver Grady 17	20 18	Baker Shop Jasper 10-19 19	10-20 20	21
22	20-N Boreilly, Denver Grady 23	20-N Boreilly, Denver Grady 24	20-5 10 25	20-5 10 26	20-5 10 27	28
29	20-N Boreilly, Denver Grady 30	20-N Boreilly, Denver Grady 31	20-5 10 32	20-5 10 33	20-5 10 34	35

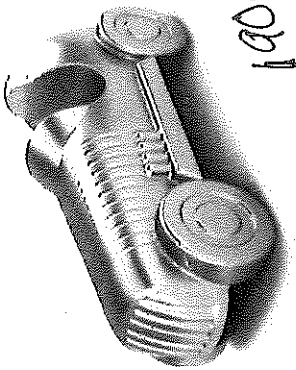
August 2019

S	M	T	W	T	F	S
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

In 2008, nearly 3,000 Monopoly fans around the world united to set the world record for the most people playing the game at the same time.

October 2019

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



100.50

MIKAYLA WORD

Age: 14

Hobbies: Reading,
Writing & Soccer

Sponsor:

Wayne Word, OS&IH
Technical Operations

Started 5/17/28



OCTOBER

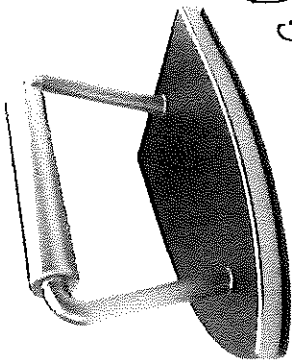
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	<p>Poll 20 N Tarr 74, Jessica Enday</p>	<p>20 N 74, Jessica Enday</p>	<p>20 N 7 Post Tarr 10 Friday Session 2</p>	<p>12 camp Benny 10</p>	<p>Cal Louis Yolanda Tim 4</p>	<p>5</p>
<p>Gabe (10) Dennis WOLF NIGGIE 6</p>	<p>Fire Paul matt 7</p>	<p>20 N Gabe Wolf 8</p>	<p>20 N Gabe Dennis Gabe 9</p>	<p>Shop/Sab Poli Rec/Bull with 5 10</p>	<p>Angie Cynids B. Hyatt 11</p>	<p>2 kids at w 9:14 4:00 pm 12</p>
<p>Long Ride Pos 13</p>	<p>Columbus Day Shop VAC Angie Gabe 14</p>	<p>POD 904 LOU Low Francis 15</p>	<p>POD LOU Low Francis 16</p>	<p>POD 904 Strain NP Ted Central OC Med 10 G, Jeff 17</p>	<p>POD 904 Strain NP Ted Central OC Med 10 G, Jeff 17</p>	<p>POD 904 Strain NP Ted Central OC Med 10 G, Jeff 17</p>
<p>TO Sit 20</p>	<p>OC Med LOU Carter 21</p>	<p>Gabe Shop vac Carter 22</p>	<p>1751 Brat Cort/Flect 23</p>	<p>1751 Cort/Flect 24</p>	<p>25</p>	<p>26</p>
<p>27</p>	<p>904 Tarr Appreciate 28</p>	<p>904 Tarr Appreciate 29</p>	<p>10 Meet Gabe Green 30</p>	<p>10 Meet Gabe Green 31</p>	<p>because of his age he try not to work him to hard</p>	<p>26</p>

September 2019
S M T W T F S
1 2 3 4 5 6 7
8 9 10 11 12 13 14
15 16 17 18 19 20 21
22 23 24 25 26 27 28
29 30

Over 5,120,000,000 little green houses have
been "constructed" since the MONOPOLY game
was first introduced in 1935
operators
TRANSTER

November 2019
S M T W T F S
1 2 3 4 5 6 7
8 9 10 11 12 13 14
15 16 17 18 19 20 21
22 23 24 25 26 27 28
29 30

all 11/17/28



**TAYLA
SIRIN**

Age: 11

Hobbies:

Swimming

Sponsor:

Terry Sirin,

Mechanical/Fire/

Electrical/I&C



NOVEMBER

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					filter progo OK	Quest Blood
					1	2
Daylight Savings Ends hit red rock	904 Antiant yaznke (10)	904 RECYCLABLE (10)	DOORS MAGNUS RACO RACER	DORMS LOUISLO		
3	4	5	6	7	8	9
	Veteran's Day OFF 10:30 Tutor Helix Apt 11	10:30 Tutor OCmed DORMS LOUISLO	143 MAGNUS RACER	MAGNUS (143) MOVED with dolly	8:30-9:00 Bradford oil	wee wee oil
10	11	12	13	14	15	16
	143 Pave High (10)	Talk 7:00 Call Helix 12:00 (10)	143 oil OPEN	143 ANGIE about UTA THYONE DAVE HELP with Furniture		
17	18	19	20	21	22	23
	move furniture (10)	(10)	(10)	(10)	OK ROSEN	
	143 DOLBY (10)	143 (10)	(10)	Thanksgiving Day	Appeal	
24	25	26	27	28	29	30
	ANGIE					

October 2019

S M T W T F S
1 2 3 4 5
6 7 8 9 10 11 12
13 14 15 16 17 18 19
20 21 22 23 24 25 26
27 28 29 30 31

You have a 64% chance of landing on one of the
Railroads each time you go around the board.

December 2019

S M T W T F S
1 2 3 4 5 6 7
8 9 10 11 12 13 14
15 16 17 18 19 20 21
22 23 24 25 26 27 28
29 30 31

6194337
11058244308

1 Nigel
cannot use
your fuckin
ASS

PAISLEY
MCCUTCHEON
Age: 9 management

Hobbies:
Spirings Preserve with
the family

Sponsor:
Kelly Pavalko, Issues

Management/CAS
800 265 8900



202 674 2647
Management/CAS
800 265 8900
Security Site
NNS
NEVADA NATIONAL
SECURITY SITE
17-87

DECEMBER

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Sign U/A Beckx Dossan TRUCK TRUCK 1 (10)	U/A Beckx TRUCK TRUCK 2 (10)	WFT Decky Hunt TRUCK TRUCK 3 (10)	U/A U/A U/A 4 (10)	U/A back lockers beck training 5 (10)	U/A 7-3:30 Xmas 6 party	U/A 7-3:30 Xmas 7
Direct U/A Decky 8 (10)	U/A Decky 9 (10)	U/A Decky 10 (10)	U/A Phase I 11 (10)	TRAINING Decky 12 (10)	7:00 AM 4:55-6:05 MQCUG 13	7:00 AM 4:55-6:05 MQCUG 14
Segar Eric 15 (10)	U/A Eric 16 (10)	U/A Eric 17 (10)	U/A Eric 18 (10)	U/A Eric 19 (10)	DR ROSEN Eric 20	Winter Begins 21
Manukiah Begins 22 (10)	U/A Beckx 23 (10)	U/A Beckx 24 (10)	Christmas Day 25 (10)	U/A Beckx 26 (10)	U/A Beckx 27 (10)	U/A Beckx 28
U/A Beckx 29 (10)	U/A Beckx 30 (10)	U/A Beckx 31 (10)	U/A Beckx 32 (10)	U/A Beckx 33 (10)	U/A Beckx 34 (10)	U/A Beckx 35 (10)

January 2020
S M T W T F S
1 2 3 4
5 6 7 8 9 10 11
12 13 14 15 16 17 18
19 20 21 22 23 24 25
26 27 28 29 30 31

6 In the book and movie One Flew Over the Cuckoo's
Nest, McMurphy joins patients Cheswick, Martini,
and Harding in a Monopoly game.
Glenn Hiram Jr @Gmail.com
Michigan 103

222 cv 60712 FBI PAN 6/1/23

JAN 2020 145

cold war patriots
 Founded by Professional Case Management

★ coldwar patriots.org

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

SATURDAY

December 2019

February 2020

S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7							1
8	9	10	11	12	13	14	2	3	4	5	6	7	8
15	16	17	18	19	20	21	9	10	11	12	13	14	15
22	23	24	25	26	27	28	16	17	18	19	20	21	22
29	30	31					23	24	25	26	27	28	29

5

6

7

9

11

10

4

1955: AEC announces
 Power Demonstration
 Reactor Program to begin
 constructing and operating
 experimental reactors.

10 VIA
 8 Helms 10
 11:30-8:00am
 let me know when
 in there will be
 11:00 Ryan I told
 him the day
 yesterday

VIA

10

VIA

13

12 / 1951: Federal Civil Defense
 Administration established.

14

16

17

18

paid 15 mercury hit 16
 good october truck H
 take check to 6
 Gran po check
 floor tile wire
 new Jeff + Sal

10 VIA

10

VIA

10 VIA

19 / 1975: AEC activities assumed
 by Energy Research &
 Development Administration.

20 / Martin Luther King Jr. Day

22

23

24

25

1939: Uranium atom split for
 the first time in the U.S.

Tune-up

21 Labor
 Relat 10ws Eric
 writing Ted
 warning
 clean front
 changed pots

26

27 / 1967: Outer Space Treaty
 signed, banning nuclear
 weapons in space.

29

30

31

Feb. 1

1950: Truman approved
 H-bomb development.

DIED

hearing
 10:30

Swap
 Trucks

Tour
 10:30

Calendar
 2020

FEB 2020

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SUNDAY **MONDAY** **TUESDAY** **WEDNESDAY** **THURSDAY** **FRIDAY** **SATURDAY**

January 2020
 S M T W T F S S M T W T F S
 1 2 3 4 1 2 3 4 5 6 7
 8 9 10 11 8 9 10 11 12 13 14
 15 16 17 18 15 16 17 18 19 20 21
 22 23 24 25 22 23 24 25 26 27 28
 29 30 31 29 30 31

2 Groundhog Day

1945: Los Alamos received
 the first sample of Hanford-
 produced plutonium.

3

4 ^{Angie}
 1945: Yalta Conference
 meeting of the "Big Three."
 about truck

5

6

7

8

9

10

11

8:30 ocrd

12

13

14 Valentine's Day

15

16

17 Presidents' Day

1943: Construction begins on
 Y-12 in Oak Ridge, TN.

18 ^{table weed}
 19 ^{WOT}
 ocrd
 I H

20

21

22

23

24

25

26 ^{both}
 27 ^{week}
 28 ^{stock A}

26

27

28

29

1954: "Shrimp" device
 thermonuclear weapon
 test successful.

20 US
 BANK

21 ^{Education}
 22 ^{PAWN}

23 ^{PAWN}



1.866.307.1622 ★ coldwarpatriots.org

MAR 2020
 170
 chnc
 313 405
 42 99

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 1949: The AEC announces the selection of site in Idaho for the National Reactor Testing Station.	2 1956: The movie "Uranium Boom" is released. clean sweep mof (10)	3 off Shot I stake h5 buggy	4 Steve called me a bitch an you should be walking 10	5 1946: "Sinews of Peace" Iron Curtain Speech by Winston Churchill. new	6 9:00 afternoon	7
8	9	10	11	12	13	14

Daylight Savings Time Begins

15	16	17 St. Patrick's Day BERRY 1945: Operation Doorstep-16 Kilaton at Nevada Test Site. Carsonville cleaned	18	19 10:00 908 air raid lift 10 First Day of Spring	20 9:00 afternoon call	21 1947: Truman's Loyalty Program created to catch Cold War spies.
22	23 10	24 2:30 Appeal off	25 off	26 off	27	28

29	30	31	Apr. 1	Apr. 2	Feb. 2020	Apr. 2020
Shut down 10	off	off	10	10	S M T W T F S S M T W T F S S M T W T F S	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30
289 10 4929	10	10	10	10	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

APR 2020



1.866.307.1622 ★ coldwar patriots.org

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
March 2020 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	May 2020 M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Mar. 31 1 April Fool's Day IN 10 cleanup RICE wife Driving Down Betty	2 3 4 Trinity Site open to the public twice a year - first Saturday in April and October.	5 Palm Sunday 6 7 1977: President Carter bans plutonium recycling; breeder reactor program ended. 11-11:30 8 Passover Begins 9 10 Good Friday 11	12 Easter Sunday 13 14 15 Tax Day 16 Last Day of Passover 17 1961: Start of Bay of Pigs invasion 18 19 20 21 22 1904: J. Robert Oppenheimer's birthday 23 24 25 26 27 28 29 30 May 1 May 2	31

4100 meter
10:00 a.m.

MAY 2020



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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<p>April 2020</p> <p>S M T W T F S S M T W T F S S M T W T F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>	<p>June 2020</p> <p>S M T W T F S S M T W T F S S M T W T F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>	<p>Apr. 28</p>	<p>Apr. 29</p>	<p>Apr. 30</p>	<p>1</p>	<p>2</p>
<p>3</p> <p>Finally quilted</p>	<p>4 3:30 Dend</p>	<p>5 Cinco De Mayo</p>	<p>6 National Nurses Day</p> <p>1962: Operation Dominic—Only U.S. test of an operational ballistic missile with live nuclear operational warhead.</p>	<p>7</p>	<p>8</p>	<p>9</p>
<p>10 Mother's Day</p> <p>1949: Berlin Blockade lifted, resulted in the creation of two separate German states.</p>	<p>11</p>	<p>12 1949: Berlin Blockade lifted, resulted in the creation of two separate German states.</p>	<p>13</p>	<p>14</p>	<p>15</p>	<p>16 Armed Forces Day</p>
<p>17</p>	<p>18</p>	<p>19</p>	<p>20</p>	<p>21</p>	<p>22</p>	<p>23</p>
<p>24</p>	<p>25 Memorial Day</p> <p>1953: Atomic Cannon tests at Nevada Test Site.</p>	<p>26 bugzilla up</p> <p>ON RECORD</p> <p>HWY. GAS STATION</p>	<p>27</p>	<p>28</p> <p>Apr. 30</p>	<p>29</p>	<p>30</p>
<p>31</p> <p>Box - W. Gabe</p>	<p>31</p>	<p>31</p>	<p>31</p>	<p>31</p>	<p>31</p>	<p>31</p>

1957: First of 24 detonations for Operation Plumbob nuclear test at Nevada site.

180
JUNE 2020



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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
May 31	1 1950: The AEC begins construction of the Paducah Gaseous Diffusion Plant. (10) word oa 1200	2 (10)	3 HAZ class (10)	4 (10)	5	6 1989: FBI served DOE with a search warrant and raided Rocky Flats facility due to unsafe conditions.
7	8 (10)	9 (10) aint my boss	10 (10)	11 (10) talkse about chicks place 2x	12	13
14 Flag Day	15 (10)	16 (10)	17 (10)	18 (10)	19	20
21 Father's Day	22 (10)	23 Dan pct Justice put together steel (10)	24 1948: Stalin instituted the Berlin Blockade, preventing food and supplies from arriving in West Berlin. (10)	25 1988: Hanford site proposed for inclusion on the National Priorities List. (10)	26	27 First Day of Summer
28	29 (10)	30 (10)	July 1	July 2	July 2020	July 2020
			S M T W T F S S M T W T F S S M T W T F S			
			3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			

disire Smith

intentionally

JULY 2020

IRS.GOV



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SUNDAY							MONDAY							TUESDAY							WEDNESDAY							THURSDAY							FRIDAY							SATURDAY																																																																																																																																																									
June 2020																												August 2020																												June 30																												COVID Cleanup																												2 Buggy picked up																												3																												4 Independence Day																											
S	M	T	W	T	F	S	S	M	T	W	T	F	S	I									1	2	3	4	5	6	7	8	9	10	11	12	13	2	3	4	5	6	7	8	14	15	16	17	18	19	20	9	10	11	12	13	14	15	21	22	23	24	25	26	27	16	17	18	19	20	21	22	28	29	30	23	24	25	26	27	28	29	30	31																																																																																																																	

5 102 818 8367
AC Postwar
inspection 85

NA

(10)

(10)

(10)

(10)

(10)

10 1951: Ground was broken on the first building of the Rocky Flats Plant.

12 Flat

(10)

14 New Labels JP

15 Loren safe on respect (10)

16 1945: First nuclear weapons test of an atomic bomb at the Trinity site in New Mexico.

17 1955: Arco, Idaho becomes the first town powered by a nuclear power plant.

Modification

(10)

SKIP

19

20 Front Desk Boots

21 1:45

22 2:5

23 1946: Test "Baker" U.S. conducts first-ever underwater nuclear explosion.

24 1946: Test "Baker" U.S. conducts first-ever underwater nuclear explosion.

(10)

(10)

(10)

(10)

26

27

28 T Talk 10:30

29 10:30

30 10:30

31 8-10 Bill Duct work 2:45



AUG 2020

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coldwarpatriots.org

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
July 2020	September 2020	July 28	July 29	July 30	July 31	1946: Truman signs the Atomic Energy Act.
S M T W T F S S M T W T F S	S M T W T F S S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
2 1939: Einstein warns Roosevelt that Germany is developing an atomic bomb.	3 1945: U.S. drops 22 kiloton "Fat Man" atomic bomb on Nagasaki.	4 1977: President Carter signs the Department of Energy Organization Act.	5 1963: Limited Test Ban Treaty signed, prohibiting all test detonations of nuclear weapons except underground.	6 1945: U.S. drops 20 kiloton "Little Boy" atomic bomb on Hiroshima.	7 1945: U.S. drops 20 kiloton "Little Boy" atomic bomb on Hiroshima.	8 1946: Truman signs the Atomic Energy Act.
9 1945: U.S. drops 22 kiloton "Fat Man" atomic bomb on Nagasaki.	10 DRIVER	11 1971: Congress authorized the AEC to conduct alternate energy research projects.	12 DAY 1	13 1961: East Germany begins construction of Berlin Wall.	14 1961: East Germany begins construction of Berlin Wall.	15 1961: East Germany begins construction of Berlin Wall.
16 1896: General Leslie Groves' birthday.	17 1896: General Leslie Groves' birthday.	18 DR ROSEN	19 NO AIR 7:00 2-9 N V	20 5-0	21 5-0	22 5-0
23 SIRE	24 Setup	25 10	26 10	27 10	28 10	29 10
30 30	31 31	32 32	33 33	34 34	35 35	36 36

SEPT 2020


cold war patriots
Founded by Professional Case Management

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SUNDAY

August 2020

S	M	T	W	T	F	S	S	M	T	W	T	F	S
2	3	4	5	6	7	8	4	5	6	7	8	9	10
9	10	11	12	13	14	15	11	12	13	14	15	16	17
16	17	18	19	20	21	22	18	19	20	21	22	23	24
23	24	25	26	27	28	29	25	26	27	28	29	30	31
30	31												

COCHRAN

6 323

435

8205

7 Labor Day

MONDAY

October 2020

1 call
LVAC FREE

TUESDAY

8 RUDY
SICK

WEDNESDAY

9 COULD
ORDER

THURSDAY

3 095632

11500 ELLWANGER

FRIDAY

4 Jay

SATURDAY

5

13 1944: Construction on
B Reactor at the Hanford site
was completed.

Sept

20

21 litter po

bug

14 WBT
not working
buggy talk
jumps

22 1944: First Rala Experiment
test with radiobarium fired.

23 1992: Last of 1,032 nuclear
tests conducted by the U.S.

24

NBIB paperwork
complete

29 01P EXN10
First Day of Fall

28 Yom Kippur Ends
QIP -

27 Yom Kippur Begins

17 Constitution Day

1942: The first day of the
Manhattan Project.

18

cherry

213 785 3030

846 2020-03524
25

Oct. 2

Oct. 3

Boat

19

1942: Groves selects Oak
Ridge, TN as pilot Manhattan
Project site and purchases
52,000 acres.

NO engagement or consulted

OCT 2020

175 209 4667
4 110.95 1696

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

September 2020

S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	1	2	3	4	5	6	7		
6	7	8	9	10	11	12	8	9	10	11	12	13	14
13	14	15	16	17	18	19	15	16	17	18	19	20	21
20	21	22	23	24	25	26	22	23	24	25	26	27	28
27	28	29	30				29	30					

Sept. 29

Sept. 30

2

3

1 LVAC
FREEZE

Trinity Site open to the public
twice a year - first Saturday in
April and October.

4 late stay
120-FN

105632#

6 1947: The AEC first investigates
the possibility of peaceful uses
of atomic energy.

10

9

10

10

TY MINE

12.5

10

11

13 coyote
caught

16 work

15 AG

10

17 1945: Norris Bradbury succeeds
Oppenheimer as director of the
Los Alamos facility.

12 Columbus Day
#6373490
ADT close
parking

10 litter
pu

10 litter
pu

10

24 CDG

19 1942: Oppenheimer appointed
to coordinate scientific
research of Manhattan Project

21 1939: First meeting of S-1
Unanum Committee. Later
evolves into Manhattan
Project

23

24

24 CDG

18 Adam
Brededen
Joul

20 San Diego
settles

22 silica 1-2

22

LOWES

10.5

10.5

23

24

24 CDG

1228 RC Wiley 5150.00 costco

6:30-5:30
Hot works

6:30-5:30

23

24

24 CDG

26 Foundation

28 8-10
web et

30

31

31 Halloween

Official 12th Annual Cold
War Patriots' National Day of
Remembrance.

1952: First "Operation Ivy"
multi-megaton bomb tested.

10

10

10

31

31

743 0967 TFRONT
 NOV 2020 #115632
 0643
 FOUNDATION

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SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

1 1952: U.S. tests first hydrogen bomb.
 LVAC
 FREEZE

2 1952: Operator withdraws first product of Paducah Gaseous Diffusion Plant and ships it to Oak Ridge.
 ROOM 12A
 230 (13)
 4-5:30 ROOM 12A

3 Election Day
 NU POWER

4 sandwich

5 MORIS

6

7

8

9 1989: Fall of the Berlin Wall, representing the symbolic end of the Cold War.
 SCARS WEEDS
 8-5 NLV

10 Veterans Day
 105 Alamo
 scientists with missing limb

11

12

13 Shop your way

14

15 1942: Construction of the Pontex Plant completed.
 ADT
 \$5500

16 1942: Oppenheimer selects Los Alamos as "Site Y."

17

18 1952: Groundbreaking for Portsmouth Gaseous Diffusion Plant begins.

19

20 CSU
 LAHIRAN

21

22

23

24

25

26 Thanksgiving Day

27

28

828
 Huntz Orpot

October 2020							December 2020						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2	3	1	2	3	4	5	
4	5	6	7	8	9	10	6	7	8	9	10	11	12
11	12	13	14	15	16	17	13	14	15	16	17	18	19
18	19	20	21	22	23	24	20	21	22	23	24	25	26
25	26	27	28	29	30	31	27	28	29	30	31		

222 CU 00012 HIRIN 672WA

JANUARY 2020

Calendar
2020

FEBRUARY 2020						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

FEBRUARY 2020						
S	M	T	W	T	F	S
4	5	6	7			
11	12	13	14			
18	19	20	21			
25	26	27	28			

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
14 5.50-29 was told to 5 see truck in p found previous	30 tub filled SE corner UFA pitch KOS request UNION MEETING	31 LITTLE R. pickup gsk about truck Angie call	1 New Year's Day Laborers Local 872 Contractual Holiday weeds SW put shovels HARD WORK Julian 8000 about 6th hme 1100 ft low told hwy 8000 10	2 RING BATHING U1 water stock fish light 10 List from Julian DIONER 10	3 9:30 5h 19	4
12 conduct operating TED MAY I	13 10 UFA Martin Luther King, Jr. Day An Employee shall be allowed to observe Martin Luther King as a holiday without pay or penalty if notice is given by the Employee to the Employer not less than forty-eight (48) hours prior to the holiday.	14 10 UFA write up p10 F get truck 10	15 Semi Traffic 10 UFA concrete TUNIS Bayer gate weeds 10.5	16 List from Julian DIONER 10	17 pick red 23 records Paula TH F4 Test On track no Presc-B 10	18
19	20 Fire Drill Angie about truck	21 TRAINING 28 TOOK TRUCK TRADE 10	22 weeds bets/trip clean trip 10	23 weeds 1st wash wash wash SPIN 10	24 CENTRAL 13100 8:00 DR Badford	25
26 Appraisal gete batched 8:30-2:00 10:30	27 Hearing	28	29	30	31	Chinese New Year

TOMMY WHITE
Business Manager
Secretary Treasurer

DAVID
"MCBURN"
MCCUNE
President

MARCO
HERNANDEZ
Vice-President

"BIG LOU"
DESMOND
Recording Secretary

ARCHIE
WALDEN
Executive Board

MIKE DASILVA
Executive Board

CHRISTOPHER
Executive Board

JOE DELUCCIA
Sergeant-At-Arms

EDDIE RAMIREZ
Auditor

HENRY BAKER
Auditor

DAVID PRUITT
Auditor

2345 Red Rock Street
Las Vegas, NV 89146
Phone (702) 452-1140
Fax (702) 452-4282

FEBRUARY 2020

1961
pink
red

JANUARY 2020						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
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29	30	31				

MARCH 2020						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
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22	23	24	25	26	27	28
29	30	31				

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<div>158.50</div> <div>26</div>	<div>27</div>	<div>28</div>	<div>29</div>	<div>30</div>	<div>31</div>	<div>1</div>
<div>2</div> <div>Groundhog Day</div>	<div>3</div> <div>Rachel off</div> <div>10</div> <div>UNION MEETING</div>	<div>4</div> <div>Angie with Trip Logs</div> <div>Height of Truck</div> <div>10</div>	<div>5</div> <div>OC med 8:30</div> <div>Golf cart</div> <div>10</div>	<div>6</div> <div>Berlyn</div> <div>1-4 van</div> <div>10</div>	<div>7</div>	<div>8</div>
<div>9</div> <div>WINDY part 10</div> <div>COAST 1000M</div> <div>NO JULIAN</div> <div>10</div> <div>cassidy</div>	<div>10</div> <div>WINDY part 10</div> <div>COAST 1000M</div> <div>NO JULIAN</div> <div>10</div>	<div>11</div> <div>W B test</div> <div>excavation</div> <div>10</div>	<div>12</div> <div>W B test</div> <div>excavation</div> <div>10</div>	<div>13</div> <div>Julian took truck</div> <div>all day</div> <div>10</div>	<div>14</div> <div>Valentine's Day</div>	<div>15</div>
<div>16</div> <div>US Dave</div> <div>Presidents' Day</div> <div>Labors Local 872 Contractual Holiday</div>	<div>17</div> <div>weeds</div> <div>catch guard</div> <div>U1A</div> <div>10</div>	<div>18</div> <div>weeds</div> <div>catch guard</div> <div>U1A</div> <div>10</div>	<div>19</div> <div>U1A</div> <div>10</div>	<div>20</div> <div>Abel relations</div> <div>U1A meet</div> <div>anchors</div> <div>10</div> <div>pink</div>	<div>21</div> <div>Spring</div> <div>Hurst</div> <div>TO meet</div> <div>Dave</div> <div>10</div>	<div>22</div>
<div>23</div> <div>part A</div> <div>water</div> <div>drop vac</div> <div>weeds</div> <div>10</div> <div>Art meeting</div>	<div>24</div> <div>part A</div> <div>water</div> <div>drop vac</div> <div>weeds</div> <div>10</div>	<div>25</div> <div>Shrove Tuesday: Mardi Gras</div>	<div>26</div> <div>Ash Wednesday</div> <div>water</div> <div>10</div>	<div>27</div> <div>off</div> <div>10</div> <div>Fence open</div> <div>water barrier</div> <div>weeds front</div>	<div>28</div>	

WATER

TOMMY WHITE
Business Manager
Secretary, Treasurer
DAVID
"MCUNION"
President
MCCUNE
President
MARCO
HERNANDEZ
Vice-President
"BIG LOU"
DESILVIO
Recording Secretary
ARCHIE
WALDEN
Executive Board
MIKE DA SILVA
Executive Board
CHELSEY TORRES
Executive Board
JOE DELICCHIA
Sergeant-At-Arms
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MARCH 2020

8

FEBRUARY 2020							APRIL 2020						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1			1	2	3	4	
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16	17	18	19	20	21	22	19	20	21	22	23	24	25
23	24	25	26	27	28	29	26	27	28	29	30		

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 Laborers Local 872's 83rd Anniversary	2 vif UNION MEETING	3 off	4 Steven stole car called bitch (10)	5 vif	6	7
8 Start Daylight Savings	9 SGLS	10 Gabe took rent state Purim (10)	11 Talked About HOL mat wife Purim	12 10 wpc dork	13	14
15	16 (10)	17 Hearings (10) St. Patrick's Day	18 (10)	19 10 Arend list (10) First Day of Spring	20	21
22	23 (10)	24 (10)	25 (10)	26 (10)	27	28
29	30 10	31 (10)	1 (10)	2 (10)	3	4

TOMMY WHITE
Business Manager
Secretary Treasurer

DAVID
"MCCUNION"
MCCUNE
President

**MARCO
HERNANDEZ**
Vice President

"BIG LOT"
DESALVIO
Recording Secretary

**ARCHIE
WELDEN**
Executive Board

MIKE DASHLEY
Executive Board

CHELSEA TORRES
Executive Board

COE DELLUCCLA
Bergam-Al-Armas

EDDIE RAMIREZ
Auditor

Country: **USA**

DAVID PROFF
Auditor

22345 Red Rock Street
Las Vegas, NV 89146
Phone (702) 452-4440
Fax (702) 452-4262

2006-05-19 (21) 1.00

TV 202 804 2641

lww.
Labor ELS Springs
fringe.org

APRIL 2020

180

MARCH 2020						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

MAY 2020						
S	M	T	W	T	F	S
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
29	30	31	1 Back + DAN (10) April Fool's Day	2 Rico Back + DAN for FAN (10)	3	4
5	6 10	7 10	8 \$62.21 ATT 10	9 10 paw Pesach (Passover)	10 HAZ MATIL	
12 Palm Sunday	13 WIL BEAR HARST 14 10, 13	14 WTL 103 Becky H01st nite 4 comp	15 Rico out President MAY 3, 50 10	16 needs 10	17	18
19 Easter	20 10	21 10	22 10 Earth Day	23 10 Take our Daughters and Sons to Work Day	24	25
26	27 10	28 Fowl 10	29 pencil 10	30 US Access Finger print 10	31	

Memorial Day
Laborers Local 672 Contractual Holiday

- TOMMY WHITE**
Business Manager
Secretary Treasurer
- DAVID MCINNON**
President
- MERCO HERNANDEZ**
Vice-President
- "BIG LOU" DESALVO**
Recording Secretary
- ARCHIE WALDEN**
Executive Board
- MIKE DASILVA**
Executive Board
- CHELSY TORRES**
Executive Board
- JOE DELICCIA**
Sergeant-At-Arms
- EDDIE RAMIREZ**
Auditor
- HENRY BAKER**
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- DAVID PRUITT**
Auditor

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MAY 2020

150

Disparate
Treatment

APRIL 2020						
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JUNE 2020						
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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
26 <i>Disparate</i>	27	28	29	30	1	2
3 <i>Disparate</i>	4 <i>UNION MEETING</i>	5 <i>Cinco de Mayo</i>	6	7	8	9
10 <i>Mother's Day</i>	11	12	13	14	15	16
17	18	19 <i>Becky left early</i>	20 <i>Becky left early</i>	21	22	23 <i>Armed Forces Day</i>
24	25 <i>Memorial Day Laborers Local 872 Contractual Holiday</i>	26 <i>Buggy</i>	27 <i>Gabe HS Harris</i>	28 <i>Gabe KLR 10</i>	29	30
31						

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 MIKE DASILE Executive Board
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 HENRY HAKE Auditor
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 Fax (702) 452-4266

JUNE 2020

open arc in Vrgnt bts sec 93

JULY 2020													
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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
31 f o 28	1 (10) UNION MEETING	2 (10) signature to move to MEXICO	3 (10)	4 (10) CHECKS FRIS	5	6
7	8 (10)	9 (10)	10 (10)	11 (10) talked about checkers place in crowd twice 2x message	12	13
14	15 TH (10)	16 (10)	17 (10)	18 (10)	19	20
Flag Day						First Day of Summer
21	22 (10)	23 set up stock (10)	24 (10) new op filled up	25 (10) mule to high	26	27 60+80x10 pill intet
Father's Day	28 (10)	29 Dave Wilson TIRE made it high	30 (10)	31	2 NAJEE 1200 91.5	3

COVID Hqnt's in

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Secretary-Treasurer

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**MARCO
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EDDIE RAMIREZ
Anchor

HENRY BAKER
Auditor

DAVID PRUITT
Author

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JULY 2020

JUNE 2020						
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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
180 Dress process	28 (10)	29	30	1 WTL Beck clean up only WTL Beck	2 WTL Beck buggy gone 1:00	3
5 Gabe HR → Flagstaff	6 EEOC Wt4K JESSICA 10:00 AM UNION MEETING	7 Ocred eye goops (10)	8 (10)	9 (10)	10	11 Independence Day Laborers Local 872 Contractual Holiday
12	13 (10)	14 (10)	15 (10)	16 ADT 50.50 (10)	17	18
19 200 Good year TIRE LO	20 (10)	21 (10)	22 (10)	23 PR RGS 8:45 6.5	24	25
26 document ation	27 (10)	28 (10)	29 (10)	30 (10)	31	

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MCCUNE
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HERNANDEZ
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AUGUST 2020

JULY 2020							SEPTEMBER 2020												
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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
10 26	27 EEOC Encl Dated	28	29	30	31	1
2 Cap Training.	3 Phone Numbers Back (10)	4 (10)	5 continue space 8-12 (10) COVID 19 ethics	6 (10)	7 12-4 AIR PURE	8
9	10 (10)	11 etc EEOC email change (10)	12 (10)	13 (10)	14 ghetto	15
16 RUCH RUCH JERRY Friday code	17 Foun (10)	18	19 email EEOC Mediation (10)	20 7-1 (6)	21 TY OT Brintall	22 TY OT
23	24 Beck Office (10)	25 EEOC email (10)	26 Gabe 12-42 missed (10) Call Amy 3:28 missed	27 (10)	28 Yona Kippur	29
	30 Gabe missed 8:01	31 EEOC Mediation				30 Africa first

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(1914)

Cherry Destura

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SEPTEMBER 2020

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AUGUST 2020						
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OCTOBER 2020						
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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
100 30	31	1 FEOC Early about mediation	2 (10)	3 FEOC Confirmation of Mediation (10)	4 5969 (10) Patriot Day	5 N
108.50 6	7 NO UNION MEETING Labor Day Early Release for Contract Holiday	8 (10) windy	9 (10) mediation scheduled	10 (10)	11 nucks (10)	12 chucks 9/955 (10) clara
13	14 wbl not finish (10)	15 golf cart 10:30 am Joe Truck (10)	16 batted clear (10)	17 wheat to park Linda miles (10)	18	19
Grandparents' Day	20	21 (10)	22 (10)	23 (10)	24 mediation 8:30	25 Rosh Hashanah
27	28 EQIF (10)	29 EQIF (10) ETHICS wbl	30 (12)	31	2	3

TOMMY WAT Business Manager Secretary Treas
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MIKE BASIL Executive for
CHELSEA TOL Executive for
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MILAN 1030

OCTOBER 2020

10/1

SEPTEMBER 2020						
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NOVEMBER 2020						
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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
27	28	29	30	1 (10)	2	3
4	5 Late (11) UNION MEETING	6 (10)	7 (12.5) Late	8 (10)	9	10
11	12 park close 4:30 (10) Columbus Day	13 class schedule (10)	14 pat cheat (10)	15 (10)	16	17
18	19 (10)	20 lowes \$24 (10)	21 (10.5)	22 Badge Gabe 3:30 (10.5)	23 DBG	24 CDG
25	26 (10)	27 (10)	28 Gabe off 3:15 (10) lowes \$24.54 294.54	29 (10)	30 Nevada Day country \$122.00	31 Halloween

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NOVEMBER 2020

50

OCTOBER 2020												DECEMBER 2020											
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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 End Daylight Savings	2 (10) UNION MEETING	3 (13.5)	4 sandy 12:25 (10)	5 (10) mons	6	7 Fri 1st
8	9 (10)	10 (10) HAZ WASTE	11 off Veterans Day Laborers Local 872 Contractual Holiday	12 (10) Fender & raise	13 H1Rans → (10)	14 worked (10)
15	16 (10)	17	18 (10)	19 (10) CSU	20 TH WORK CSU	21 TH
22	23	24	25	26	27	28
29	30	1	2	3 Thanksgiving Day Laborers Local 872 Contractual Holiday	4 Family Day Laborers Local 872 Contractual Holiday	5

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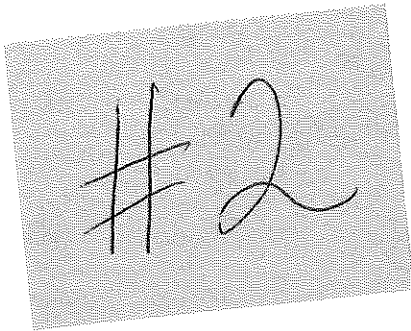
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While Roberta was my foreman, she would not allow me to go and get my boot voucher

After Roberta was told by labor relations that she was not my foreman, and that she does not tell me what to do, she had total disregard for . She entered my office and put a hand written work schedule on my desk anyway.

U1A



222 EV 00112 HIRSH STEIN

**Inability to complete household chores and yard
work comfortably
working in pain while walking
working in pain while riding in vehicles with
high elevation**

HARASSMENT

**Steve Liewelyn accused me of stealing buggy
from operator**

How do you fuel the buggy?

**Chris Wright questioned me about the buggy
because someone told him they**

**Saw me driving the buggy up Mercury highway to
the gas station**

**My first day at U1A Roberta was training me and
used Verbal abuse language when she found out I
needed training and could not help her with the
work task at the end of the day.**

Asbestos Removal Dates:

Monday, November 19, 20, 21, 26, 27, and 28, 2018, and December 26, 27, and 28 2018.

Monday, January 7, 2019 I was told the truck was ready for pick up after lunch. I was without an ADA accessible vehicle for over four months upon returning to area 6. Why was the truck that was originally assigned to me, and ADA accessible taken away from me?

Continued asbestos work throughout January 2019- September 12, 2019

However, June 17- July 2019 it was mentioned once again that my truck would be taken, and I would have to ride in a truck that was not was not ADA accessible with three other laborers.

(this strenuous scope of work activity worsened my medical condition)

5 feet deep, walk down uneven rough terrain, back breaking, knee pads, harassed about the length of break time that was being taken when temperatures were over 100 degrees or more while in a full face respirator and tyvek time and location as to when and where you could take your break where we could was

Monday, December 2, 2019 reported to U1A to start my first day in my new position. After lunch, my truck was taken by David who is the foreman on the water line project. I am once again left without a truck that meets my ADA accommodations.

Also, during training Roberta communicated with me in an unprofessional manner, displayed an hostile/disrespectful attitude with actions as well as verbal abuse. She did things like opening/slamming the truck doors when she got in/out, hostile language directed to me when she said, you have to stop, because you are not trained to be on the job, you can't even move a chair, you're no help to me, I can't use your fucking ass then.

Tuesday, December 3, 2019 reported incident involving Roberta to Gabriel Kline in Labor Relations. See comments from Dec 2, 2019

Wednesday, December 4, 2019 Jeff Presser accused me of sleeping in the laborers break room

Monday, December 16, 2019 Investigation was held in Labor Relations about me being accused of sleeping in the break room

Tuesday, October 29, 2019 follow up appointment in occupational medicine in Mercury and still on light duty and temporary assignments

Tuesday, November 12, 2019 follow up appointment in occupational medicine-Mercury and still on light duty I filled out an Employee Concerns form re: ADA/accommodations/U1A position, and less strenuous work

Wednesday, November 20, 2019 I received my pay stub along with a letter regarding workman's comp that was opened and retaped by someone other than myself.

Thursday, November 21, 2019 spoke with Angi Wolf and had discussion about the U1A position

Monday, November 25, 2019 was told by Angi Wolf that I would be moved to U1A starting Monday, December 2, 2019

questioned, did not have enough qualified workers

Wednesday, August 7, 2019 reported to Union Clinic for pain in groin

Monday, September 17, 2019- October 9, 2019 set up and worked in 20-N which required me to walk up a steep hill incline which was a clear violation to my ADA accommodations. I did what I was told in fear of losing my job.

Thursday, October 17, 2019 I was moving some furniture into my truck, after that I was Doing recyclables and in between projects, I felt a sharp pain and discomfort in both groins. I was taken to Mercury occupational medicine, and from there, I was taken to Centennial Hills EMS.

Monday, October 21, 2019 I reported to occupational medicine on Losee Road and was cleared to go back to work on light duty

Wednesday, September 12, 2018 is the first communication I have received about my truck. My general foreman, Gary Gonzales (gf) informed me that I had to switch trucks and take another laborers truck (Donald Umphenour) whose truck was not ADA accessible. I was told that they would put step boards on the that I would get. Meanwhile, I am still driving the cargo van.

Thursday, October 4, 2018 the switch has been made. I am finally driving Donald's truck, which is not ADA accessible.

Mid November 2018 Gary Gonzales (gf) told me to go to fleet in area 6 to get the step boards installed on the truck. Once I arrived at the warehouse department in area 6 I was told that the step board order was not there, and go to fleet in Mercury. That's where I dropped the truck off. The truck stayed there in Mercury until January 7, 2019.

Thursday, August 23, 2018 Taylor Andrews from Labor Relations came to the Fleet shop and told me to report back to area 6 construction for Monday, August 27, 2018 without any explanation

August 27-August 31 2018 reported back to Area 6 construction per Taylor Andrews instruction. I asked Gary Gonzales my general foreman (gf), where is my truck? He said it was being used in the field, and that you were being assigned to a cargo van until further notice. I replied, they need to speed up the process because this isn't going to work for me. The cargo van had high step-up access and rough bumpy suspension. It was not ADA accessible but was still assigned to me.

Tuesday, September, 4 2018 I called Angi Wolf from the batch plant to talk about getting my truck back that was ADA accessible.

Tuesday, September 11, 2018 talked to Gabe In labor relations about getting my truck back that is ADA accessible. Meanwhile, I am still driving the cargo van.

June 2018 New Truck was provided to me with the ADA accommodations I needed per request by Angi Wolf

July 26, 2018 during my travel with Gary Gonzales (GF) from the Nevada National Security Site (NNSS) to Losee Road, my GF told me that I was being transferred to fleet and that it would be a job that I could retire from, and to report to Fleet Monday morning July 30, 2018. After arriving at Losee Road, I proceeded to my medical provider to have him fill out the job accommodation questionnaire. Once the paperwork was completed, I gave it directly to Angi Wolf in Staff Relations

**July 30, 2018 transferred and first day in Fleet, Charles C.J. Carter, my new labor foreman described me as being limited and on light duty
(that description is not what my medical documentation states)**

July 20, 2017- July 27, 2017 placed at Losee Road location to fill in the job duties for Hector who only worked in the shop area in building A1 on light duty. In addition, I was forced to do a second job that required more physical activity, as well as being on a different charge number from another work package. When a job requires two different work packages, this means, there should have been another laborer assigned to cover that work package because I can't be in two places at the same time. It is known that Hector works specifically on one job assignment. (unfair labor practices, bullying, and discrimination)

June 12, 2018 CP Hill Gary Gonzalez made comment to Don about working too slow

June 13, 2018 ADA Interactive process

June 14, 2018 Gary Gonzalez made comment in front of Dennis the BA about me being slow putting on my personal protection equipment (PPE)

Timeline/OTHER

February 9, 2016 official start of application/paperwork for new hire at Losee Road for NESTEC/disclosure of right hip replacement on medical section of application with no restrictions

March 2016-April 2016

Construction superintendent Gary S, at building #129. Excessive name calling of other employees, specifically about laborers to other crafts over the speaker phone (hostile work environment, discrimination/derogatory and rude comments about laborers)

A moved from DAF to maintenance (June 2016)

U1A briefing, December 15, 2016, and worked periodically throughout 2017 on the U1A project

July 10, 2017 worked in fleet

July 2017 Mike was moved to fleet

8. Angi Wolf, Gabe (Labor Relations) Mike Floyd (Supervisor over Asbestos), Raul (Area 5), Gary Gonzales

violated The Americans with Disability Act Laws, Privacy Act Laws, as well as HIPPA Laws.

How many more people? and how many more times? did the person that told Anthony Davis about my ADA, and Anthony Davis himself continue to spread my confidential health information?

6. I am requesting that this investigation that will take place will address the issues and concerns about the procedures, policies, and or advancement opportunities that were used to fill the U1A job with a laborer with less experience, qualifications, and less time on the job than I have. In addition, I am also requesting that this investigation will be one of truth, fairness, and integrity. Finally, upon completion of your investigation, I am requesting to have the report provided to me in writing.

relations representative contractor for Mission Support and Test Services for the Nevada National Security Site on Losce Rd., in North Las Vegas. I have questions and concerns about the procedures, guidelines, etc. that were used to fill the U1A position with a laborer with less experience, and less time on the job, than I have. Why wasn't I offered the position for this job? Once again, this is another missed opportunity for me to move, and advance to a less strenuous work environment, that was clearly open in U1A. Ignoring my request was unfair, unethical, and disrespectful why wasn't I given an opportunity to at least be considered for the job position that was filled in U1A? Why? Please provide reason(s) in writing

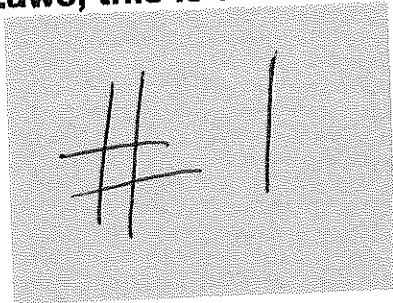
1.

I am Hiram Glenn Jr., and my position is a Laborer II. At the end of December 2019, my fourth calendar year here at NNSS will be completed. I am submitting this written complaint regarding the U1A position that I put in a request for when talking to Angi Wolf, who is the staff relations representative contractor for Mission Support and Test Services for the Nevada National Security Site on Losee Road, in North Las Vegas . I have questions and concerns about the procedures, guidelines, etc.. that were used to fill the U1A position with a laborer with less experience, and less time on the job, than I have. Why wasn't I offered the position for this job? Once again, this is another missed opportunity for me to move, and advance to a less strenuous work environment that was clearly open in U1A. Ignoring my request was unfair, unethical, and disrespectful.

Why wasn't I given an opportunity to at least be considered for the job position that was filled in U1A? Why? Please provide reason(s) in writing

2. I am reaching out to you/your office for help to get the reasons why

I am Hiram Glenn Jr., and my position is a Laborer II. I am submitting this written complaint because I want questions and concerns clarified regarding policies, and or procedures that were used to place and advance, a laborer with less experience, and less time on the job, to a vacant laborer position in Fleet, which is located in U1A, Area 6. This was a position that I had requested to be moved to. The nature of this request is due to my ADA, and the need to be accommodated on the job to perform less strenuous work duties. Why was my request ignored and denied? My immediate supervisor, as well as Angi Wolf, who is the staff relations representative contractor for Mission Support and Test Services for the Nevada National Security Site on Losee Road, in North Las Vegas, were well informed and aware of the nature, and severity of my ADA. In addition, the confidentiality and rights that I am due, should have been protected. Instead, they were treated in a thoughtless, and unfriendly manner here at NNSS, and In accordance with the Americans Disability Act, and Privacy Act Laws, this is a clear violation to my Rights for confidentiality.

A handwritten signature, likely "Hiram Glenn Jr.", is visible on a piece of paper. The signature is written in dark ink and consists of a stylized first name followed by a last name.

Vehicle

Two paid through lunches a week

Boot voucher

Seating on the bus

Training

Annual physical

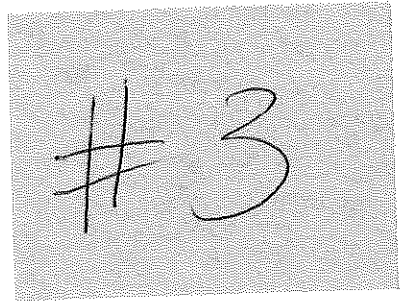
Reprimand for going to retake a required annual physical

Job assignments

Facility keys

Not allowed to work overtime

Email/document sent to IH describing where you could take your lunch



PERSONAL INJURY

Severe bilateral hip injury

Can't sleep on either side

Can't ride for long periods of time comfortably

PAIN and suffering

Sexual performance

Unnecessary stress on the job

affected my ability to drive my daughter to and from college

Present and future medical compensation

AMERICAN DISABILITIES ACT/VIOLATIONS

Working in trenches 5 feet and deeper

Wrapping asbestos pipes on my knees

Climbing steep hills in area 20

FAILURE TO PROMOTE

Not offered job in U1A mining

ADA/age

WAGE AND HOUR

Two paid through lunches a week

RETAILIATION

Write up (sleeping on the job)

Roberta was made foreman over me at U1A

Filing a employee concern

ADA accommodations paperwork

Verbal abuse

DISCRIMINATION AND UNFAIR LABOR PRACTICES

WHAT HAPPENED WHEN THESE OFFENSES OCCURRED? WHAT DID YOU DO? WHO DID YOU TELL? WHAT DID THEY DO?

RACIAL INEQUALITY

FRUSTRATION

CHALLENGING TIMES

CALLED OUT RACISM AND INJUSTICE WHENEVER IT HAPPENED

FAIRNESS AND CHANGE

DISCRIMINATION OCCURRED FREQUENTLY

COULD NOT PREVENT DISCRIMINATION FROM HAPPENING

DISCRIMINATION CONTINUES

EMOTIONAL STRESS CAUSED BY WORKPLACE DISCRIMINATION

PHYSICAL STRESS CAUSED BY WORKPLACE

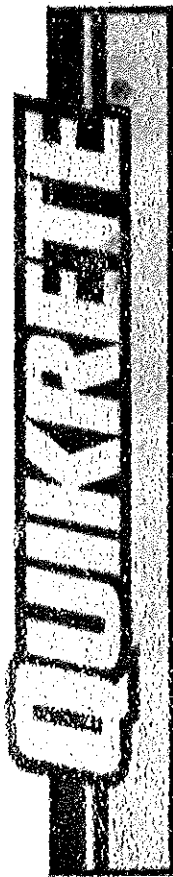
PHYSICAL STRAIN

PSYCHOLOGICAL CHALLENGES-COMMUTING

EXAMPLES OF NOT BEING TREATED THE SAME AS OTHER LABORERS ON THE JOB

CHARACTERIZED AS BEING A SLOW WORKER

222 CV 00712 HIRAN G-12NW



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Item# 122999**

CONTAINS SENSITIVE PII AND INFORMATION SUBJECT TO THE PRIVACY ACT

Mission Support and Test Services, LLC (MSTS)
Electronic Medical Business Operations System (EMBOS)
NNESS Occupational Medicine (P1/PRD v4.16)

Fitness For Duty Evaluation Report

Printed On: 02/12/2020 10:00:55 am Page 1 of 1

Patient: GLENN JR, HIRAM
Employee ID: 297263
Work Phone: (702) 295-3493
Organization: Mission Support and Test Services
Provider: KUO, WEI H


Service #: 993062
Description: Fitness For Duty Evaluation
Service Date: 02/12/2020
Status: Completed
Re-Evaluation Date:

Provider Comment:

Duty Status: FULL DUTY WITH PERMANENT RE MEDICAL RECOMMENDATIONS

Type	Description	Start Date	Stop Date	Source	Action
Temp	other Bend, lift, twist, stand, sit as tolerated.	10/21/2019	02/12/2020	Occupational Injury/Illness	Reviewed
Perm	other Bending, lifting, twisting, standing, sitting as tolerated and operate low entry vehicle only with one-foot high step.	02/12/2020		Occupational Injury/Illness	Created

KUO, WEI H
Provider Name


Provider Signature

02/12/2020
Date

CONTAINS SENSITIVE PII AND INFORMATION SUBJECT TO THE PRIVACY ACT

Mission Support and Test Services, LLC (MSTS)
Electronic Medical Business Operations System (EMBOS)
NNSS Occupational Medicine (P1/PRD v4.17)

Fitness For Duty Evaluation Report

Printed On: 11/25/2020 12:20:59 pm

Page 1 of 1

Patient: GLENN JR, HIRAM
Employee ID: 297263
Work Phone: (702) 295-3591
Provider: KUO, WEI H

Service #: 1114052
Description: Fitness For Duty Evaluation
Service Date: 08/10/2020
Status: Completed
Re-Evaluation Date: 02/10/2021

Provider Comment:

Duty Status: FULL DUTY

MEDICAL RECOMMENDATIONS

Type	Description	Start Date	Stop Date	Source	Action
Perm	other Bending, lifting, twisting, standing, sitting as tolerated and operate low entry vehicle only with one-foot high step.	02/12/2020		Health Evaluation	Reviewed

KUO, WEI H MD

Provider Name



Provider Signature

08/10/2020

Date

Denial of reasonable accommodations 222 cv 00712

breach of medical confidentiality

Job assignments, training, fringe

reasonable accommodation

enjoying benefits and privilege

informed the employer that an accommodation. 11 bc needed

slightly increased risk because of fears in the future

compensatory damages (emotional pain and suffering

punitive damages (damages to punish the employer

Made whole (in the condition he would have been but for the discrimination.

meeting Held at Red Rock about Labores against each other

missed overtime only construction Labores were there all Laborers should have been there.

Taking truck caused worrying and wondering why?

#4

EXPLAIN/LIST SITUATIONS

**NAME THE PEOPLE AND THE SITUATIONS WITH DATES OF PEOPLE
DISREGARDING AND NOT COMPLYING WITH MY ADA
ACCOMMODATIONS**

EXPLAIN/LIST SITUATIONS

**DISREGARDED/DISRESPECTED, AND USED DISCRIMINATORY
MEANS/METHODS TO DENY/OVERLOOK MOVING ME TO A JOB
THAT WOULD BE LESS STRENUOUS, EVEN WHEN POSITIONS
EVERYONE KNEW WOULD BE COMING OPEN.**

EL00-KS-20-0016
 Parsonna Russell
 Page 3 of 12
 November 9, 2020

retaliation (4) harassment.² The company has thoroughly investigated all of these claims and determined that none of them have any merit.

4.1.1 Mr. Glenn claims he was discriminated against, retaliated against, and harassed because of his disability, in violation of The Americans with Disability Act of 1990, as amended. As explained herein, Mr. Glenn did not suffer any discrimination, retaliation or harassment due to his engagement in the ADA or because of his disability. The history of Mr. Glenn's ADA accommodation process will show that all of his rights were respected and all MSTs obligations were fulfilled during the process. MSTs engaged several times over to ensure it was properly accommodating Mr. Glenn. Rather, Mr. Glenn's claims are a manifestation of his discontent with the necessary and reasonable way his disability was accommodated. The position Mr. Glenn was hired for requires a large amount of physical and strenuous activity. Mr. Glenn's ongoing requests for the less strenuous assignments, lower vehicles, and changes to work assignments necessitated certain changes so that Mr. Glenn was physically able to safely complete the essential function of his Laborer assignments, with accommodation. MSTs properly considered and continued to reasonably accommodate Mr. Glenn, including his ultimate request for assignment at the U1a complex. Mr. Glenn can show no adverse employment action taken to support a claim.

WHEN TIM AUSTIN found out that Mr. ADA was permanent he was not happy he did everything he could to make my life hard. (took the truck, wasn't happy I came back to 6, cut the shop work, mean person. As long as I didn't have a ADI it was OK to work the shop.

1. MSTs Properly Accommodated Mr. Glenn

4.1.1 On June 13, 2018, Mr. Glenn met with Angelica Wolf ("Wolf"), the MSTs ADA Coordinator, to request accommodations due to limitations related to a medical condition. Mr. Glenn stated that he needed to limit his strenuous activity and requested two more specific accommodations: a lower truck with a step/runner, and placement in a different assignment that required less strenuous activity. Mr. Glenn had previously worked in a shop at Area 6 and requested to work there again because he said that it was a less strenuous assignment. Wolf explained the ADA process to Mr. Glenn and told him she would begin engaging with management and his Labor Relations Rep ("LR Rep") regarding his ADA accommodation requests. Lastly, Wolf explained to Mr. Glenn that she may go through his LR Rep for any required ADA paperwork.³

4.1.1 On June 14, 2018, Wolf met with the LR Rep, Taylor Andrews ("Andrews"), and David Marshall ("Marshall"), the Labor Relations Manager, to discuss the proper handling of Mr. Glenn's request for accommodation. This request for accommodation required a coordinated effort due to the need to comply with the Union agreement, as well as the varied work assignments, locations and departments for the Laborers at the NNSS. On June 19, 2018, Wolf emailed Pusch explaining Mr. Glenn's requests, the ADA process, and Pusch's obligations to Mr. Glenn regarding maintaining his privacy, along with a reminder about keeping the workplace free from retaliation. Wolf

blame it on Pusch he doesn't work he quit because they spreaded my confidentiality and they retaliated

Show the email.

² Mr. Glenn does not allege racial discrimination in the Charge; thus, MSTs objects to its consideration. However, Mr. Glenn does seem to allege facts in an attempt to support an allegation of race discrimination; thus, in an attempt to be thorough MSTs will, despite objection, also address those allegations.

³ See Exhibit 3

EL00-KS-20-0016
 Parsonna Russell
 Page 4 of 12
 November 9, 2020

advised Pusch to temporarily accommodate Mr. Glenn while working together with Labor Relations and management towards a long term solution to his request. On June 19, 2018, Wolf also called Mr. Glenn to update him on the status of his request.⁴

On June 20, 2018, Wolf again called Mr. Glenn and discussed the details of his accommodations request. On June 20, 2018, Wolf spoke to Timothy Austin ("Austin"), Pusch's supervisor and Pusch. The group determined that they were able to temporarily accommodate Mr. Glenn's request by: (1) providing him with a lower vehicle; (2) giving him daily assignments with the least strenuous work available that day in their area; and (3) assigning 5 hours per week in the Area 6 shop.⁵ All of the agreed to accommodations met his requests and preferences. *it was work at the shop and didn't cause a undue hardship*
F250 Super Duty #3379U extended cab

On June 21, 2018, Wolf talked with Mr. Glenn confirming the details of the assignment to accommodate his restrictions and Mr. Glenn agreed stating "Fair start - good with that." On June 27, 2018, Wolf emailed Andrews requesting he give Mr. Glenn his Initial ADA Accommodation Agreement for acknowledgement and signature. Mr. Glenn signed and returned the ADA Accommodation Agreement. In addition, in order for MSTs to fully understand Mr. Glenn's restrictions and requests, Wolf also sent an ADA Job Accommodation Questionnaire to be filled out and returned.⁶ *contract agreement broken quickly*

On July 12th through the 19th of 2018, while waiting for the ADA Accommodation Questionnaire to be returned, Wolf and Andrews preemptively discussed what laborer assignments could possibly work to accommodate Mr. Glenn's request for 'less strenuous assignments' on a more permanent basis. The discussions looked at several laborer assignments, mainly in Mercury and Fleet. Wolf and Andrews determined that an assignment in Fleet *may* accommodate Mr. Glenn.

On or about July 27, 2018, Mr. Glenn returned the completed ADA Job Accommodation Questionnaire to Wolf with his initial restrictions: "Unable to climb steep hills, can't run, unable to lift 75 lbs., unable to get in truck higher than 3 ft. off ground with step ladder or step." The initial restrictions were permanent restrictions. Mr. Glenn was then quickly assigned to Fleet, in a Laborer assignment with generally less strenuous duties and was given a vehicle that could accommodate his 3 ft. vehicle height restriction.⁷ *failed to mention getting in and out of trenches. Quickly I was labeled as being on light duties and no truck was given to me at fleet I walked. When I left Area 6 the truck stayed (lower F250 Super Duty) which hurt my*

On July 31, 2018, Wolf, and Andrews discussed how Mr. Glenn's assignment at Fleet was going and whether or not there was enough work for Mr. Glenn their full time and permanently. With input from supervision, it was soon determined that there was not enough work for Mr. Glenn to work in that assignment on a full time or permanent basis. When I returned to Area 6 my truck was gone and never returned to this day. *chances with the Supervision, bullied*

⁴ See Exhibits 3 and 4. For simplicity, only notable ADA documentation was provided. Additional ADA file notes or affidavit of the engagement process can be made available upon request.

⁵ The available work in the Area 6 shop totaled 5 hours of work per week.

⁶ See Exhibit 5 and 6.

⁷ See Exhibit 7.

EL00-KS-20-0016 Broad look across complex was right in their faces the shop Parsonna Russell and Mercury had work. But they didn't want me to work at Page 5 of 12 these places. No undue hardship.
November 9, 2020

4.1.1 On August 7, 2018, Wolf again continued the interactive process with Mr. Glenn and upper management to find what, if any, of the 'less strenuous assignments' for Laborers could meet his restrictions. Upper management was included to assist in a broad look across complex. On August 8, 2018, Wolf reached out to Mr. Glenn to confirm that his accommodations were being met, in which Mr Glenn said he was doing fine.

4.1.1 On August 27, 2018, Wolf spoke to Mr. Glenn about moving back to Area 6 as an accommodation, and he began working that assignment in the beginning of September 2018. On September 11, 2018, Wolf again spoke to Austin to confirm the particulars of Mr. Glenn's restrictions and accommodations. During that time, Wolf periodically checked in with Mr. Glenn to ensure his accommodations were being met and he didn't have any other requests nor did he claim his accommodations were not being met.

4.1.1 More than a year later, in September of 2019, Mr. Glenn reached out to Wolf and requested to be placed into a Laborer assignment at the U1a Complex. The U1a Complex is an underground laboratory consisting of horizontal tunnels, each about one-half mile in length. The U1a Complex is mined at the base of a vertical shaft approximately 960-feet below ground surface. One vertical shaft is equipped with a mechanical hoist for personnel and equipment access while another vertical shaft, about 1,000 feet away, provides cross ventilation, instrumentation and utility access, and emergency exits. Above ground there are approximately seven (7) construction type trailers and a large storage building within a fenced in area, approximately 1/3 mile squared. There is
4.1.3
4.1.4
4.1.5 * typically at least one Laborer assigned to U1a at all times to assist with construction, facility maintenance, as well as assistance with particular projects and/or assist subcontractors at that location as necessary.

4.1.1 Mr. Glenn explained that he believed this assignment was less strenuous than his current work assignment, and he was requesting placement in this assignment as an accommodation. During October and November 2019 Wolf worked to determine if Mr. Glenn's request for placement in U1a would allow for the accommodation of his restrictions and allow him to safely perform the essential function of that particular assignment. There was concern, and it was later determined, that Mr. Glenn's work restrictions prevented him from safely working underground ("down hole") at U1a because the emergency escape requires a climb up approximately 1,000 feet of ladder. If Mr. Glen could not climb a steep hill, he could not climb the 1,000 foot vertical ladder in the event of an emergency or during emergency preparedness drills. Therefore, it was deemed unsafe for Mr. Glenn to work "down hole" at U1a. It was also determined that the required work for a Laborer downhole was often very strenuous, lifting heavy bags of shot create, cleaning the elevator shaft and assisting with heavy equipment utilized in mine excavation and constructing tunnels. Despite all of this, MSTs continued the interactive process for the U1a position to determine if enough Laborer work was available at the surface facilities to accommodate Mr. Glenn's request.

4.1.1 Wolf also reached out to management in the other organizations that currently had Laborer assignments to see if there were any other assignments available that could accommodate Mr. Glenn's restrictions while allowing him to perform the essential functions of the assignment. This
4.1.3
4.1.4

is it 50 lbs or more?

EL00-KS-20-0016
 Parsonna Russell
 Page 6 of 12
 November 9, 2020

search was to ensure a thorough interactive process, with the hopes of finding a more permanent assignment for Mr. Glenn while confirming that his assignment was in fact the least strenuous of the assignments available. Wolf engaged with Ricky Tindal in Fleet, Steve Magdelenic in Mercury Maintenance, Dino Robinson in DAF Maintenance, Doug Frenette in Area 5, Jeffrey Presser in Area 6 Construction, Quinten Mayer in DAF Construction, David Rees in Facility Testbed Engineering and Julian Smith in U1A Tunnels. Wolf did an assessment with each organization regarding their Laborer assignments, advising that she was interacting to fully evaluate a request for accommodation.

4.1.1 Also in October 2019, while Wolf was engaging to determine if placement in the U1a would allow Mr. Glenn to perform the essential functions of the assignment safely, with accommodation, Mr. Glenn was issued additional *temporary* work restrictions: No lifting over 10 lbs., no bending, 4.1.3 lifting, or twisting, and the ability to sit/stand as tolerated.⁸ Wolf immediately stepped in to ensure 4.1.3 the ADA process was followed and determined that Mr. Glenn could continue to be temporarily 5.2.10.1 accommodated in his current assignment. Throughout October and November, Wolf had several touch base communications with Mr. Glenn to check in and keep him informed throughout of the process while trying to accommodate his request for placement in the U1a assignment.

4.2.5 As stated above, MSTs thoroughly evaluated the risks surrounding a positions underground at U1A for Mr. Glenn; specifically, whether in an emergency that knocked out the mechanical lift, 5.1.4 Mr. Glenn's accommodations would allow him to utilize the 1,000 foot ladder safely. After 5.1.1 engaging further in several communications regarding transfer details and accommodations, MSTs 4.1.1 determined that it could accommodate Mr. Glenn with an above ground assignment at the U1a 4.1.3 complex. Since this was Mr. Glenn's preferred accommodation, this was the assignment offered to 4.1.4 him. Wolf was advised by Sargent that Mr. Glenn could begin his role in at U1a performing above ground laborer work on December 2, 2019. On November 25, 2019, Wolf advised Mr. Glenn of his start date and on November 26, 2019, Wolf provided Mr. Glenn with a copy of the updated confirmation of accommodation. After the assignment began, Wolf periodically followed up with Mr. Glenn to ensure that the accommodation was still meeting his restrictions. On or about January 7, 2020, during one of these touch-base meetings, Mr. Glenn advised that the work is alright but mentioned that his vehicle appears to be higher than what he had in Area 6 and asked for assistance due to his vehicle height restriction. Although the vehicles were meeting the 3 ft. vehicle height restriction, Mr. Glenn still did not think the vehicle was working for him. Thus, a new vehicle was provided to Mr. Glenn (a Dodge), which Mr. Glenn still claimed was too high. Another vehicle, an F-250 was then provided, which Mr. Glenn also claimed was too high. At this point Wolf provided a second ADA Accommodation Questionnaire to Mr. Glenn to ascertain whether his vehicle height restriction changed because the vehicles provided met the current 3 ft. restriction.

F-250 4x4 VS F-250 Super Duty extended cab #33790

⁸ See. Exhibit 8. Mr. Glenn also filed a worker's compensation claim at this time, claiming he was injured at work. His claim was denied and Mr. Glenn has filed an appeal – the appeal is currently pending.

EL00-KS-20-0016
Parsonna Russell
Page 7 of 12
November 9, 2020

6.2.2.1 On or about February 3, 2020 Mr. Glenn returned the second questionnaire, this time indicating that his vehicle height restriction had changed from 3 Ft. to 1 Ft. Using this information, Wolf worked with upper management to search for a vehicle which would meet this restriction. This included measuring the heights of all readily available vehicles at the NNSS. Ultimately, a golf cart type vehicle was identified as fulfilling the height requirement and allowing Mr. Glenn to perform the essential functions of his job (i.e., transporting him between the above ground buildings at the U1a complex). Mr. Glenn agreed to utilize the golf cart until another viable option appeared.⁹

5.2.10.1 On February 12, 2020, Mr. Glenn's temporary restrictions were lifted, with the same permanent restrictions remaining.

4.1.2 In July 2020, as part of the normal maintenance protocols, Management became aware that the tires on Mr. Glenn's golf cart were approaching an unsafe condition due to worn down treads. Fleet replaced and properly inflated the new tires. By doing this, the vehicle's height increased to approximately 15 inches, thereby rendering the vehicle too high for Mr. Glenn's restrictions. Mr. Glenn expressed his concern when the vehicle was returned to him with the new tires. In order to meet his accommodations, Mr. Glenn was instructed to temporarily walk from building to building at the U1a complex, and supervision reduced his overall work area by about half to reduce the amount of walking necessary. Even though Wolf was out of her office at the time, she was made aware of his concern and MSTs worked to confirm Mr. Glenn's restrictions were being accommodated.

4.2.5 In August 2020, after Wolf's return, she consistently reached out to Mr. Glenn to see how this new accommodation was working while other vehicle options were being evaluated. Mr. Glenn never responded or returned Wolf's calls. On or about August 28, 2020, Wolf received an e-mail from Mr. Glenn advising that he only wished to communicate with her via e-mail. Wolf responded, advising that she is following up to check in and see how his accommodations are going while a new vehicle is being searched for. Mr. Glenn never replied.¹⁰

4.2.5 On or about September 15, 2020 a different golf cart type vehicle meeting Mr. Glenn's 1 ft. height restriction was provided to Mr. Glenn. No further accommodation requests have been received from Mr. Glenn. He was given an updated confirmation of accommodation on October 29, 2020 and he confirmed receipt of the same.¹¹

⁹ See Exhibit 10.

¹⁰ See Exhibit 12.

¹¹ See Exhibit 13.

2. Mr. Glenn's Allegations Do Not Support A Finding Against MSTs

As explained in great detail above, MSTs worked hard to ensure Mr. Glenn's requests for accommodations were continuously being met. Despite the above, Mr. Glenn's charge alleges the following:

- 4.1.1. • Mr. Glenn claims that on July 26, 2018, he was told he was moving to Fleet and that he would retire there. After four weeks Mr. Glenn had to return to Area 6, where the truck he had previously been issued for his ADA Accommodation was not available. Mr. Glenn alleges this was a discriminatory action. *NO HONESTY*
- 4.1.4. • Response: As explained above, Mr. Glenn did move to different areas and into different vehicles during the accommodation process. Mr. Glenn was moved from Fleet due to lack of an assignment available that met his requests. None of these actions are discriminatory in nature.
- 5.1.4. • Mr. Glenn claims he was forced to ride in a cargo van, and was forced to ride in "Dons" truck until step boards could be installed. Mr. Glenn claimed this took 4 to 5 months, and was discriminatory.
- 4.2.5. • Response: Although this is vague as to time and thus difficult to investigation, generally, as a Government Contractor, all vehicles at the NNSS are owned by the US government, thus with MSTs not owning any vehicle, it does sometimes take time to receive authorization for modifications or changes to vehicles. Any perceived delay would in no way be discriminatory, it would simply be part of the normal process. In addition, as explained in detail above, Mr. Glenn was provided with vehicles and/or transportation accommodating his current restrictions throughout the ADA process. *Cargo VAN, NO VEHICLE, Dodge, Ford, NOT STEPS*
- 4.1.2. • Mr. Glenn claims that he worked on an asbestos job in Mercury "wrapping asbestos pipes 5 feet deep in 100 degree heat." Mr. Glenn claims that was a strenuous scope of work that was discriminatory and worsened his medical condition.
- 4.1.4. • Response: Mr. Glenn did work with this crew but he was assigned the less strenuous work. Thus, he provided clean up and was not assigned to wrap the pipe in the ditch. *Defamed my character*
- 4.1.5. • Mr. Glenn claims he was intentionally not scheduled for hazardous waste classes and that his web based training is not being given to him to make him fall behind in his certifications.
- 4.1.6. • Response: Changes to training classes are made based on need for training and training availability. There has been no deviation from that process with Mr. Glenn's training schedule. Recently, due to COVID-19 restrictions, there was significant reductions in trainings available and thus this may be the reason for any changes he experienced.
- 5.1.4. •
- 4.1.1. •

see
pg
4
paragraph
5

EL00-KS-20-0016
Parsonna Russell
Page 9 of 12
November 9, 2020

- 4.1.1
4.1.4
4.1.6
4.2.5.

 - Mr. Glenn claims medical paperwork is being filed in the system intentionally so he can't do his training or get fit tested.
 - Response: This allegation doesn't make sense. We have an internal occupational medicine department that conducts physicals and determines fitness for duty. Mr. Glenn's fit for duty and 'fit test' for respirator use is separate from his ADA filed held with Wolf. However, Occupational Medicine does receive medical documentation from employees and does generate them from employee physicals/exams. This is no way would be discriminatory.
- 5.1.3
4.2.5
4.1.1
4.1.4

 - Mr. Glenn claims that he was given a \$100.00 boot voucher, when other employees were give \$200.00 boot vouchers.
 - Response: Mr. Glenn received his last boot voucher on May 27, 2020. In June of 2020, the boot voucher amount increased to \$200. Thus, while technically true, this does not support a claim of discrimination.
- 6.2.3.

 - Mr. Glenn claims that keys were intentionally taken away from him and given to another employee to hold all day.
 - Response: Again this was not reported as a concern at any time by Mr. Glenn. However, given the nature of our work and the facilities we manage, especially at U1a, keys are checked out, tracked and managed very carefully. Thus, even if true, nothing about keys being held by another would be discriminatory.
- 5.1.2.

 - Mr. Glenn claims he has intentionally not been paid to work through lunches but was told he would get 2 paid lunches a week. He claimed that Ebel Lopez was paid 2 WTL a week.
 - Response: While certain laborer assignments do occasionally work through lunch and thus receive premium pay per the Union Agreement; Mr. Glenn's assignment does not require him to work through lunch. It is important to note that we do not have any evidence that Mr. Glenn worked through a lunch and did not receive pay. Instead he seems upset for not having the opportunity to do so. Again, the lack of need for him to work through lunch is in no way discriminatory, it is simply the nature of the assignment he is currently working.
- 6.2.1.
4.2.5.

 - Mr. Glenn claims that he had to walk to do his cleanup because his Buggy was picked up after it was determined the tires were too high. Mr. Glenn alleges this was a discriminatory action.
 - Response: As explained above, when no low vehicle was available that met his restriction, Mr. Glenn was accommodated by decreasing his work area and having him walk from building to building. This was not discriminatory, it was necessary to ensure that his vehicle height restriction could be met.
- 6.2.2.1

 - Mr. Glenn claims retaliation and being bullied by management after he put in an employee

4.1.2
4.1.1
4.1.5
5.2.3

EL00-KS-20-0016
 Parsonna Russell
 Page 10 of 12
 November 9, 2020

and expressing concern that his ADA request was not being taken seriously. The issues and concerns raised by Mr. Glenn were investigated and could not be substantiated. It was determined that the procedures and policies used to fill Labor assignments at the NNSS was in line with Union Agreement, in that is it management's right to make these determinations and assignments within its discretion. Further, Mr. Glenn is being accommodated and currently working in the role he requested at U1a. As explained above in great detail, MSTs has engaged with Mr. Glenn from his first initial request in 2018 and continues to the engage with Mr. Glenn to this day regarding his ADA accommodations.

- 6.2.2.1
6.2.1
4.1.2
4.1.6
4.1.1
 - Mr. Glenn claims when he asked to switch out of the Dodge truck because it was too high for his accommodation, he was bullied to take a Ford Truck with steps that was also too high. Mr. Glenn reached out to Wolf regarding Ford Truck being too high and was asked to clear out truck and was given a golf buggy.
 - Response: Again, this is addressed above. The vehicles provided to Mr. Glenn, were not too high, in fact they both met this 3 ft. vehicle height restriction that was in place at the time. Despite that, due to his pushing different vehicles were provided. Then, when the vehicle height restriction lowered to 1 ft. a lower vehicle was provided.
- 6.2.1.1
 - On September 17, 2019, Mr. Glenn claims he was set up to work in 20-N, which required him to walk up a steep incline. Defame my character I'm not telling the truth?
 - Response: Again, as explained above, Mr. Glenn has been provided the less strenuous assignments and work within his restrictions, including not assigning work that required him to "climb steep hills." There is no evidence to support that any walking done by Mr. Glenn in area 20-N violated his restriction.
- 6.2.1.1
4.1.6
 - On October 17, 2019, Mr. Glenn claims he injured himself while moving some furniture and recyclables into a truck after being "bird-dogged" a few days earlier.
 - Response: As explained above, Mr. Glenn did claim a work related injury and was properly allowed to file a claim. Although the claim is currently denied with an appeal pending, this is again in no way evidence of discrimination. "Bird-dogged" is a term used by employees when supervision watches them. As you can imagine, with a work site the size of the state of Rhode Island, it is impossible for supervision to always watch employees; thus, there is a practice in which supervision will travel around the NNSS and observe work. Again, this is in no way discriminatory, this is a standard practice performed by supervision.
- 6.2.2.1
Verbal
conduct
4.1.2
4.1.2
4.1.4
 - March 4, 2020 – Mr. Glenn claims he was harassed by Steve L. who told him that he stole his buggy and said to him "you should be walking bitch."
 - Response: Mr. Glenn fails to explain that this conduct was reported to MSTs and MSTs determined that Mr. Glenn stated "If one of these f*cking youngsters would have some respect and give up their seat for an O.G." and then his colleague respond inappropriately with, "you took our buggy, you should be walking b*tch." Upon the
 If I used verbal at them or him why wasn't I written up?
 defame my character using (f*cking)

EL00-KS-20-0016
 Parsonna Russell
 Page 11 of 12
 November 9, 2020

report MSTS took immediate action, received a written statement from the other party involved, provided him with counsel/coaching about his inappropriate conduct and then addressed the issue with the entire group at the next Plan of the Day ("POD") meeting, explaining the need for respectful communications at all times. There have been no reports of other or further incidents.¹²

- 5.2.8 • April 1, 2020 – Mr. Glenn claims that 3 more laborers added to jobsite for COVID-19 clean up and Robert Keene made Foreman by Matt S because "she communicates better with Julian."

○ Response: MSTS investigated this issue during the ECP and determined that job assignments were properly determined within management's discretion.

- 6.2.2.1 • May 26, 2020, Mr. Glenn claims someone reported him driving his buggy on Mercury Hwy to the gas station. Defamed my character Driving while black

○ Response: While there was a good faith report of a potential safety violation because the buggy's are not allowed on the Highway, MSTS was unable to substantiate Mr. Glenn violated any safety rules but MSTS did determine that the report was made in good faith, by a disinterested supervisor.

- 4.1.1 • When Mr. Glenn asked Roberta Keene about his boot voucher, she told him to park his buggy and that he had to ride with her in the Ford Truck to get it. She didn't offer me a ride she commandeered me to ride with her I had my own

4.1.2 Defamed character ○ Response: This is true, Mr. Glenn could not take his buggy on the highway. Thus, she offered him a ride. Again, nothing here supports a claim of discrimination. ride she didn't ask

- 6.2.2.1 • June 4, 2020 – Mr. Glenn claims that his Supervisor, Eric Norona, harassed him about not letting him into Chuck's Place" while he was cleaning.

4.1.2 Defamed character ○ Response: Mr. Glenn did fail to allow supervision in to utilize a conference room and inappropriately communicated with supervision. This was reported and addressed with Mr. Glenn but it does not support a claim of harassment.

- Dec 2, 2019 • In or around June 20, 2020 – Mr. Glenn claims that he was subject to harassing comments by management, such as "I can't use your F*ck*n @ss, you are not good to me," while being made to clean different areas on foot. July 2, 2020

○ Response: We believe Mr. Glenn is alleging that this comment was actually made by Keene (no by management). Ms. Keene denies the statement, as do his management.¹³ See Gabe Kline for statement first day at UTA

- Mr. Glenn claims that he was placed in a hostile work environment where there was verbal abuse and slamming of truck doors.

○ Response: As explained above, there is only one instance of a substantiated inappropriate comment. This comment was promptly and appropriately addressed by MSTS. There is no evidence to support this alleged hostile environment.

- 6.2.2 when? • July 1, 2020 – Mr. Glenn claims that Robert Keene is harassing him by going to his office and putting a schedule on his desk in his office for the COVID cleanup. parking her car close and driving close behind me and passing in a unsafe way on the Hwy
 6.2.2.1
 4.1.2 Verbal conduct
 TOXIC ENVIRONMENT first verbal abuse and slamming doors made it hostile.

¹² See Exhibit 11.

¹³ Please notify if you would like affidavits from the individuals denying this comment or addressing any other action.

EL00-KS-20-0016

Parsonna Russell

Page 12 of 12

November 9, 2020

4.2.2 articulate the solution
4.2.3 OPINIONS are heard and valued

She isn't my boss

go through
proper
command
she should have
left it at
Solomon's
Smith
who is
my Foreman

Response: Giving Mr. Glenn a schedule for the COVID-19 cleanup in the area is in no way evidence of harassment. In fact, the opposite could be said, in that she was attempting to communicate with him regarding the cleaning schedule to ensure that work was properly completed. Defamed my character

3. Mr. Glenn's Age Claim and Race Allegations Fail

Mr. Glenn claims that other employees are being treated more favorable in violation of Title VII of the Civil Rights Act of 1964. These allegations include:

- Mr. Glenn claims race and age discrimination because he believes that "job reassignments" and "more pay" opportunities were given to younger white and Hispanic employees.
- Mr. Glenn claims that he is being left out of certain jobs intentionally and that he is being pushed out of work or that others are hoping he gets hurt and cannot work.

Mr. Glenn's job assignment is currently the specific job assignment he requested during the accommodation process and was agreed to by MSTs. He cannot now claim that this assignment or his lack of movement is somehow discriminatory. Moreover, Mr. Glenn was hired by MSTs less than 5 years ago. At the time Mr. Glenn was already over 50 years old. There is absolutely no evidence that Mr. Glenn's age is being considered in connection with his work assignments.

every one was younger, and most not my color.

II. CONCLUSION

As the above demonstrates, Mr. Glenn is wholly unable to demonstrate the elements necessary to establish, much less prevail on, any claim of discrimination, harassment or retaliation. Examining the claim objectively shows that Mr. Glenn has no merit to his allegations.

Sincerely,

/s/ Katherine Slotkin

Katherine E. Slotkin
Senior Counsel

Enclosures: supporting documents

JLW: KES

The Shop
was

EL00-KS-20-0016 I was taught at a early age not to open the door to strangers Parsonna Russell growing up in Detroit City. It was, paramount to safety and had security implications. So Eric NORONA's security clearance was performed at the highest professional level? Look at my ariards How high do I have to go.

he KNEW the security implications for the nation, and Nevadans. agencies such as the Department of Defense and the Department of Homeland Security. The importance and integrity of this work is paramount to the safety of all Nevadans and, candidly, has security implications for the nation. For this reason many employees who work for MSTs require security clearances and all employees who work for MSTs are asked to perform their assigned duties at the highest professional level.

MSTs' laborer workforce is working under a Project Labor Agreement with the Laborers' International Union of North America Local Union No. 872 for all Laborer work performed at the NNSS. Larger than the state of Rhode Island, the 1,360-square-mile NNSS is located 65 miles northwest of Las Vegas. Several different work areas and projects across the NNSS utilize the Laborer work force. MSTs has a Labor Relations department to oversee all craft at the NNSS. The majority of MSTs' Laborer workforce is assigned to the construction group and performs work in bus ride several locations across the NNSS, including in Mercury, the DAF, Area 5, Area 6, U1a, and Fleet. 2 hrs come to work and 2-hr going back and 10 1/2 hr working shift.

B. History of Mr. Glenn's Employment

Mr. Glenn was hired on February 17, 2016, by a predecessor contractor, National Security Technologies, LLC ("NSTec"). Mr. Glenn subsequently transferred to the next contractor, MSTs, on December 1, 2017. Mr. Glenn was hired as a Laborer II, originally assigned to work in Area 6 at the NNSS. A Laborer II has job duties that fall within a broad range of laborious activities, including but not limited, concrete coring, drilling and finishing, preparation of trenching, sandblasting, asbestos disposal, trash removal, cleaning, construction worksite support, weed abatement, etc. Laborer's assignments within the construction field can change daily, with Supervisors and Foreman being assigned or changed according to location and job detail/duties. This means that a Laborer at the NNSS may move from one area to another, and one supervisor to another, on a weekly or even daily basis. ¹ what about permanently?

When MSTs took over, Mr. Glenn's supervisor changed from Frederick A. Iovine to Ted L. Sargent. Since that time, there have been several Supervisor and organizational changes made due company reorganization and/or project need. During the beginning of the timeframe referenced in Mr. Glenn's EEOC Charge, June 13, 2018, Mr. Glenn's Supervisor was Brian Pusch ("Pusch"). On October 29, 2018, Mr. Glenn's Supervisor changed from Pusch to Jeffrey Presser ("Presser"). On February 24, 2020 to present, Mr. Glenn's Supervisor changed from Presser to Eric Norona ("Norona"). never introduced as Eric is a boss just Matt S, I have rode the bus with him and not one time has he opened his mouth just like so many others at NNSS they are to good to speak.

III. RESPONSE TO CHARGE

Mr. Glenn filed an EEOC Charge on August 3, 2020. On August 11, 2020, MSTs received the Charge. In the Charge, Mr. Glenn alleges discrimination based on: (1) disability (2) age (3) Frederick A Iovine gave the GF position to Gary Gonzalez after 2 black Laborers put in for the position, one of them had been working here for over 10 years plus. Again a hispanic was giving the role of over seeing all the Blacks. Keeping us in a Dead end job. MSTs never gave me a opportunity to even put in for the job. No 4.1.5 inclusion blatant discrimination.

National Security Technologies LLC
Vision • Service • Partnership

EL00-KS-20-0016

November 9, 2020

OFFICIAL USE ONLY

May be exempt from public release under the
Freedom of Information Act (5 U.S.C. 552),
exemption number and category:
6 – Personal Privacy

Department of Energy review required
before public release.

Parsonna Russell, Office Automation Assistant
Los Angeles District Office
Equal Employment Opportunity Commission
255 E. Temple Street, 4th Floor
Los Angeles, CA 90012

Subject: **MSTS POSITION STATEMENT**
RE: **HIRAM GLENN v. MISSION SUPPORT AND TEST SERVICES LLC**
EEOC CHARGE #: **846-2020-03524**

I. INTRODUCTION

The following is Mission Support and Test Services LLC ("MSTS") response to the above-referenced Charge of Discrimination ("Charge"). As with all information which MSTS provides, the information contained herein is based on our investigation to date, and is offered solely to help achieve an expeditious resolution of this Charge. It is subject to revisions and additions in the event new or additional information becomes available, and it is submitted with the expressed understanding that it will remain confidential. It is also submitted without, in any manner, waiving or compromising, any defenses that MSTS may have in fact or in law.

Hiram Glenn ("Mr. Glenn") was not discriminated against in any manner. Rather, he was treated no differently than all employees in similarly situated positions. MSTS strongly denies the Charge and maintains that there is no evidence to support the allegations. As explained in more detail below, Mr. Glenn's Charge is meritless and should be closed with a no probable cause finding.

II. FACTS

A. Background And that you are pre judice

The Nevada National Security Site ("NNSS"), formerly known as the Nevada Test Site, is owned by the U.S. Department of Energy/National Nuclear Security Administration ("DOE"). DOE and MSTS have entered into a contract whereby MSTS operates the NNSS for DOE. As the operator of the NNSS, MSTS is responsible for several areas of operation, including work for other federal

National Security Technologies, LLC

Vision • Service • Partnership
www.MSTS.com

P.O. Box 98521, Las Vegas, NV 89193-8521
2621 Losee Road, N. Las Vegas, NV 89030-4129

correct I
was treated
no different
I did every
thing all
employees in
similar situated
positions. It
was 2 1/2 years
before I said
anything about
unfair
treatment
They are
doing this
to me in
my face lik
I can't see

SOUTHERN NEVADA LABORERS TRAINING TRUST LOCAL

872

Training Received Official Transcript

First Name: HIRAM
 Middle Name:
 Last Name: GLENN
 SSN: XXX-XX-9232
 Student Number: 3LWV9FCZKY

Training Status:
 Local Union: 872
 Local Status Status: Journeyman
 Apprentice Program:
 Apprentice Status:

Course Code	Class Start Date	Class End Date	Training Acquired	Issued	Renewal Months	Expiration	Certificate Number
ASB.R	12/3/2011	12/3/2011	Asbestos Worker Refresher	12/3/2011	12	12/3/2012	923240731211
ASB.R	10/19/2013	10/19/2013	Asbestos Worker Refresher	10/19/2013	12	10/19/2014	923240731013
ASB.R	12/12/2015	12/12/2015	Asbestos Worker Refresher	12/12/2015	12	12/12/2016	923240731215
ASB.R	12/15/2012	12/15/2012	Asbestos Worker Refresher	12/15/2012	12	12/15/2013	923240731212
ASB.R	10/25/2014	10/25/2014	Asbestos Worker Refresher	10/25/2014	12	10/25/2015	923240731014
ASB.R	12/10/2016	12/10/2016	Asbestos Worker Refresher	12/10/2016	12	12/10/2017	923240731216
ASB.R	12/2/2017	12/2/2017	Asbestos Worker Refresher	12/2/2017	12	12/2/2018	923240731217
ASB.R	12/8/2018	12/8/2018	Asbestos Worker Refresher	12/8/2018	12	12/8/2019	923240731218
ASB.R	12/7/2019	12/7/2019	Asbestos Worker Refresher	12/7/2019	12	12/7/2020	923240731219
ASB.R	3/13/2021	3/13/2021	Asbestos Worker Refresher	3/13/2021	12	3/13/2022	923240730321
ASB.W	10/18/2010	10/22/2010	Asbestos Worker	10/22/2010	12	10/22/2011	
CDL.SK	6/9/2012	6/9/2012	CDL SKILL TEST	6/9/2012	0		
CDL.P	4/7/2012	4/7/2012	CDL Preparation	4/7/2012	0		
CDL.PRE	5/5/2012	5/5/2012	CDL. PRE TRIP INSPECTION	5/5/2012	0		
CONCUT.S	12/21/2011	12/22/2011	Concrete Saws - Cutoff/Powered	12/22/2011	0		
CPR	6/16/2008	6/16/2008	Cardio-pulmonary resuscitation (CPR)	6/16/2008	24	6/16/2010	
CUT.B	2/21/2006	2/23/2006	Cutting & Burning & Firewatch	2/23/2006	0		
ELEC.CON	4/26/2010	4/30/2010	ELECTRIC CONDUIT INSTALLATION	4/30/2010	0		
FIRST	6/17/2008	6/17/2008	First Aid	6/17/2008	36		
FIRST.C	1/5/2016	1/5/2016	First Aid Including CPR	1/5/2016	24	1/5/2018	
FIRST.C	1/15/2014	1/15/2014	First Aid including CPR	1/15/2014	24	1/15/2016	
FLAG	7/12/2014	7/12/2014	Traffic Control	7/12/2014	24	7/12/2018	
FLAG	3/13/2006	3/13/2006	Traffic Control	3/13/2006	24	3/13/2010	
FLAG.WZS	4/9/2016	4/9/2016	Traffic Control & Work Zone Safety	4/9/2016	48	4/9/2020	
HOIST	5/3/2010	5/7/2010	Holisting & Rigging	5/7/2010	0		
MSHA	12/27/2011	12/28/2011	MSHA 24 HOUR Surface	12/28/2011	12	12/28/2012	
OSHA10	12/19/2011	12/20/2011	OSHA, 10-hour	12/20/2011	60	12/20/2015	
OSHA10	5/6/2008	5/8/2008	OSHA, 10-hour	5/8/2008	60		
OSHA30	9/30/2013	10/4/2013	OSHA, 30-hour	10/4/2013	60	10/4/2018	15-601067733
PV.STUDY	12/15/2011	12/17/2011	PV Study Group & Licensing Prep.	12/17/2011	12	12/17/2012	
SANDBLAST	12/22/2011	12/23/2011	Sandblasting	12/23/2011	0		
SCISSOR	1/30/2006	1/31/2006	Scissor Lift Safety/Aerial lift	1/31/2006	0		
STEW	1/12/2008	1/12/2008	Steward Training	1/12/2008	0	1/12/2009	
STEW	2/7/2009	2/7/2009	Steward Training	2/7/2009	0	2/7/2010	



David Gonzalez, Archie Johnson and Charles Roberts.



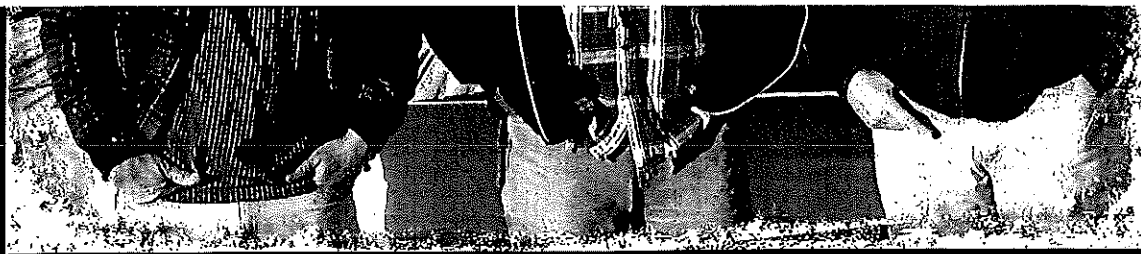
Donald Umphenour, Patrice W



LOCAL 87 LABORERS

ALWAYS SAFE AND GOING ABOVE





David Gonzalez, Archie Johnson and Charles Roberts.



Donald Umphenour, Patrice



LOCAL 87 LABORER

ALWAYS SAFE AND GOING ABOVE



Glen Jacobson, Jose Munguia and Jaime Arias.



Charles "CJ" Carter and Michael Fricke.

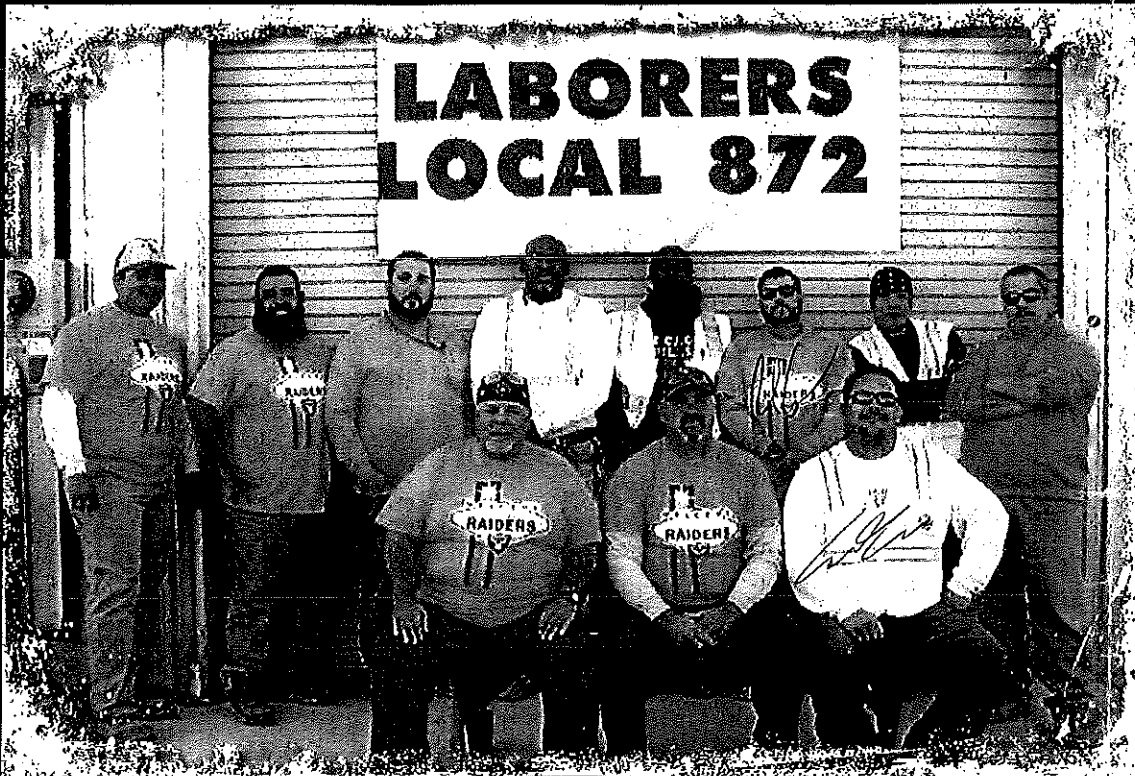


Glen Jacobson, Jose Munguia and Jaime Arias.



Charles "CJ" Carter and Michael Fricke.

THANK YOU FOR ALL YO



Back Row: Kristian Montenegro, Bobby Rodriguez, Sean Sousa, Tyrone Lathan, Kyle Kline, Roberto Camarena, Billy Alcantar, Robert Lee. Front Row: Marcus Fuller, Mitch Hollander and Eric Torres.



Ebel Lopez, Patrick O'Connell, Warren "Scruffy" Cannin, Villanueva, Justin Putnam

222 CV 00112 HIRAM GLENN

Certificate of Recognition

For

Performance Award Nomination - Large Team

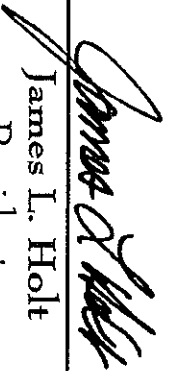
Hiram Glenn

· U1a Make It Happen Team

In recognition of your important contribution to
National Security Technologies, LLC, during FY 2017.

You are hereby recognized for going above and beyond expected levels.

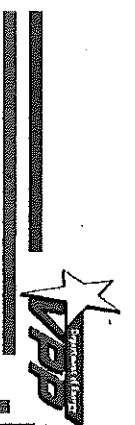
National Security Technologies LLC
Vision · Service · Partnership


James L. Holt
President

222 CV 00712 HIRAN GLEN



The Silver Nugget Award




Is Presented to

Hiram Glenn, Laborer
National Security Technologies, LLC

For excellence in supporting Centerra-Nevada
Field Operations at the Nevada National Security Site
and the North Las Vegas Security Complex.

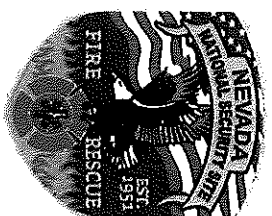
Given under my hand, this 20th Day of March 2017

*Safeguarding America's
Interests Since 1965*


Martin D. Glasser
General Manager, Centerra-Nevada

NEVADA NATIONAL
NNS
SECURITY SITE

222 CV 00112 ID1R000 GLENW



Certificate of Appreciation

Hiram Glenn Jr.

Above and Beyond the Call of Duty

Thank you for your generous commitment of
Time, Dedication and Teamwork to the
Nevada National Security Site Fire & Rescue Department

Awarded this 7th day of June, 2017

Jenny Casper
Deputy Chief of Operations

A handwritten signature in black ink, appearing to read "Jenny Casper".

John Ganby
Fire Chief

A handwritten signature in black ink, appearing to read "John Ganby".



Certificate of Completion

presented to

Hiram NMN Glenn Jr

for the successful completion of

Unlawful Harassment
Prevention

course was completed on

2/10/2016



2621 Losee Road, N. Las Vegas, NV 89030-4129 | P.O. Box 98521, M/S NLV003, Las Vegas, NV 89193-8521

March 26, 2018

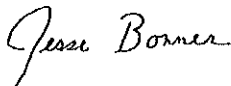
Hiram Glenn

Subject: **THE SECRETARY'S APPRECIATION AWARD**

Congratulations! You were nominated for a U.S. Department of Energy, Secretary's Appreciation Award by the Office of Defense Nuclear Non-Proliferation, Dr. David LaGrafte and Mr. Craig Sloan.

The Source Physics Experiment team was selected to receive an award for your successful completion of the Phase I experiment, which consisted of six chemical explosions detonated in Area 15 of the Nevada National Security Site. The experiments provided critical data to the national laboratories to aid in the development of new physics-based models for underground explosions. Enclosed is a certificate for you signed by Energy Secretary Rick Perry.

Congratulations again on receiving this prestigious award, and thank you for your contributions.



Jesse L. Bonner, Manager
Defense Nuclear Nonproliferation Programs

JLB:dlf

Enclosure: as stated

cc w/o enc:

R. K. Alexander, MSTs
W. C. Parks, MSTs

222 cv 00712 HIRAN GLEN



United States
Department of Energy

The Secretary's Appreciation Award

Presented to

Hiran Glenn

The Source Physics Experiment team is recognized for significantly advancing the underground nuclear explosion monitoring capabilities of the United States. With the completion of the Pahute Mesa experiments of phase I, the Source Physics Experiment team has increased our theoretical understanding and modeling capabilities, leading to improved methods to detect and identify explosions. We are closer to achieving our overall goal of a physics-based model that can discriminate among explosions, earthquakes, and cavity collapses and accurately determine nuclear explosion yields. Truly a multi-talented and multi-laboratory group, the Source Physics Experiment team persevered through unforeseen adversity and several significant technical and operational challenges to achieve results with great scientific and operational impact. Their efforts are a great credit to themselves, the National Nuclear Security Administration, and the Department of Energy.

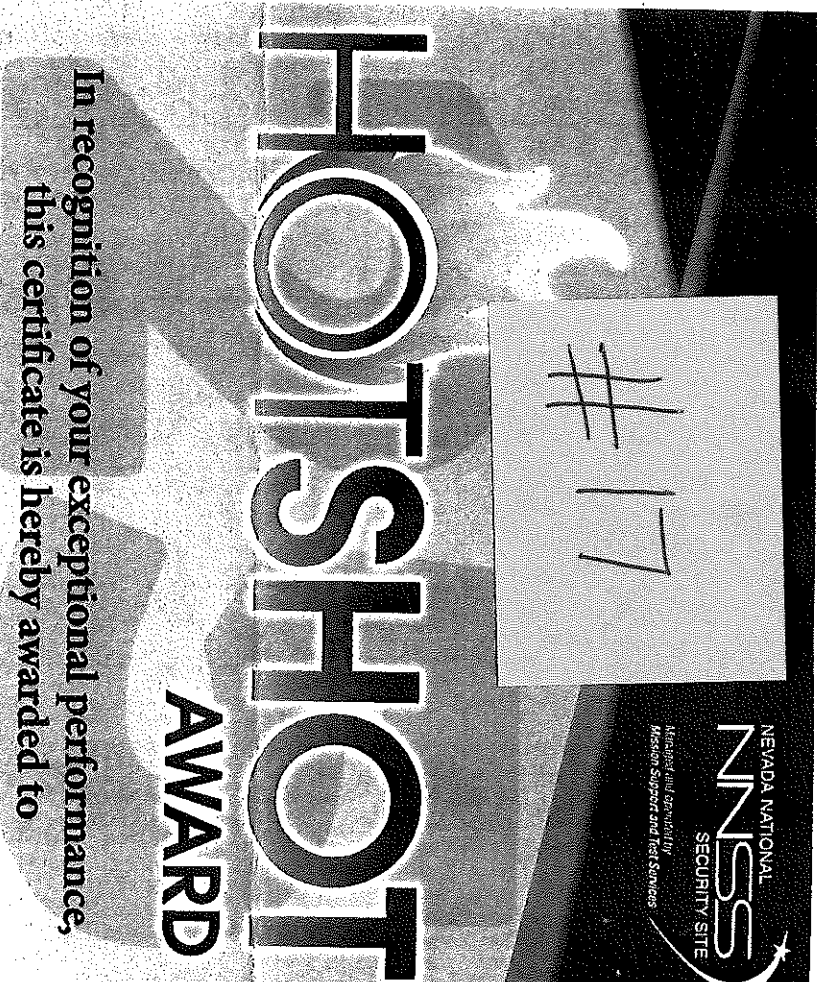
Rick Perry

August 2017

Rick Perry
Secretary of Energy

Date

222 CV 00712 IT R&N GLEN



In recognition of your exceptional performance,
this certificate is hereby awarded to

Recipient Hiram Glenn

Certificate 1390 Manager Don K. Lee Date Awarded 2/18/2020

*This certificate is redeemable for \$25 towards any company store item(s).
Complete this portion and submit original whole page to NLV003, or contact your
nearest TEAM representative. Must be redeemed by 8/31/20.*

Certificate number 1390 Date awarded 2/18/2020

Awarding manager Don K. Lee

Awarded to Hiram Glenn

Org # S43B Mail Stop NINSS405

Item selected _____

222 cv 00712 HIRAN GIZEL (380 unread) - hiramglennjr@yahoo.com - Yahoo Mail

11/28/2019

Home

Find messages, documents, photos or people



Back Archive Move Delete

Compose

Accommodation Request Follow Up

Inbox 380

Unread

Starred

Drafts

13

Sent

Archive

Spam

Trash

Less

Views

Hide

Photos

Documents

Deals

Receipts

Groceries

Travel

Folders

Show



Wolf, Angelica (CONTR) <wolfan@nv.doe.gov>

To: hiramglennjr@yahoo.com



Nov 26 at 12:07 PM

Hi Hiram,

As we discussed, here is a follow up to your accommodation request to be placed in the U1A Laborer Role.

If you have any questions let me know.

I am off tomorrow, but will be back Monday, so we can touch base then if you need to.

Thanks

Angi

Angi Wolf

Sr. HR Specialist - Leave and Accommodations Administrator

Mission Support and Test Services

222 CO 60412 HIRSH STEIN

ERIC TORRES
702-324-8599

15

LABOR RECALATIONS

MONDAY @ 8:00 am

BUILD 117 LR OFFICE

222 CV 00712 HIRAN GLENN

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

LOCAL 872

2345 RED ROCK ST, LAS VEGAS NV 89146
Telephone: (702) 452-4440 Fax: (702) 452-4262

Referral Slip - Job 91432

4/30/2013

Member Name: **GLENN JR., HIRAM**
1473 LITTLE SPRING CT
LAS VEGAS, NV 89128

SSN: 383-66-9232
Phone: 702-408-4378

Contractor: **CANYON-WARRIOR JOINT VENTURE**
PO BOX 363369

Phone: 702-384-4747
Fax: 702-384-0470

N LAS VEGAS, NV 89036

Project: **NEVADA TEST SITE**

Report Date/Time **5/6/2013 7:00 AM** Report To:

Report Site:

Dispatch Class: **REQ CONST 2/FOREMAN**

*** REMEMBER TO TAKE PHOTO ID, SOCIAL SECURITY CARD AND OSHA 10 CARD**

Base Rate: **\$29.49**

Taxable **\$2.68 - VACATION/SUP DUES***

Travel Pay:

Non Taxable **\$7.10 - HEALTH AND WELFARE****
\$8.07 - PENSION A
\$0.13 - TRAINING
\$0.00 - ZONE PAY APPLIES

222 CU 00712 HIRAM GLENN

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

LOCAL 872

2345 RED ROCK ST, LAS VEGA

Telephone: (702) 452-4440 Fax: (7

14

Referral Slip - Job 9

5/4/2012

Member Name:

GLENN JR., HIRAM
1473 LITTLE SPRING CT
LAS VEGAS, NV 89128

SSN: 383-66-9232
Phone: 702-408-4378

Contractor:

CANYON-WARRIOR JOINT VENTURE
PO BOX 363369

Phone: 702-384-4747
Fax: 702-384-0470

N LAS VEGAS, NV 89036

Project: NEVADA TEST SITE

Report Date/Time

5/7/2012 8:30 AM

Report To: DAVE 384-4747 X105

Report Site:

OFFICE/ 609 E LAKE MEAD BLVD

Dispatch Class:

CONSTR3/ASBESTOS/FLAT SAW

*** REMEMBER TO TAKE PHOTO ID, SOCIAL SECURITY CARD AND OSHA 10 CARD**

Base Rate:

\$29.67

Taxable

\$1.43 - VACATION/SUP DUES*

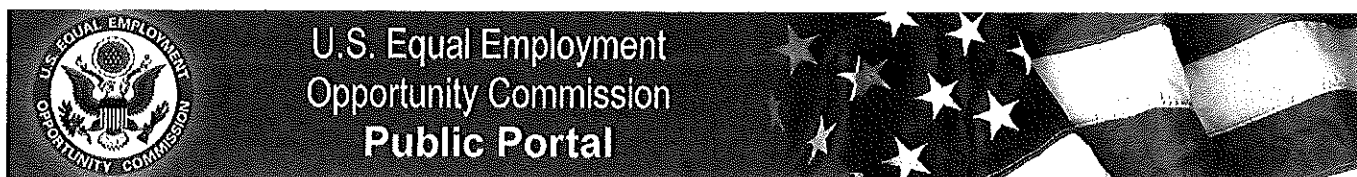
Travel Pay:

Non Taxable

\$0.00 - CAF
\$8.35 - HEALTH AND WELFARE**
\$0.00 - OTHER
\$6.82 - PENSION A
\$0.00 - PENSION B
\$0.00 - SUBSISTENCE PER DIEM
\$0.13 - TRAINING

Asbestos test
1st A-200
B-100

222 CV 00712 HIRAM GLENN

[Change Password \(ChangePassword.aspx\)](#) | [Logout \(logout.aspx\)](#)

Appointment Confirmed

An appointment has been scheduled for this PCP

[Back to Menu \(Staff.aspx\)](#)

Your Name: Hiram Glenn

Your Phone Number: (702) 929-9202

Interpreter/Language: No interpreter needed

Additional Information:

Appointment Code: 846-2020-03524

Appointment Date: Monday, 07/06/2020

Appointment Time: 10:00 AM (Time Zone: Pacific)

Appointment Office: Las Vegas

Office Address: The Lloyd D. George U.S. Courthouse, 333 Las Vegas Blvd.
South, Suite 5560, Las Vegas, NV 89101

What type of In-Person
interview :

This PCP's appointment has been scheduled successfully. Thank you.

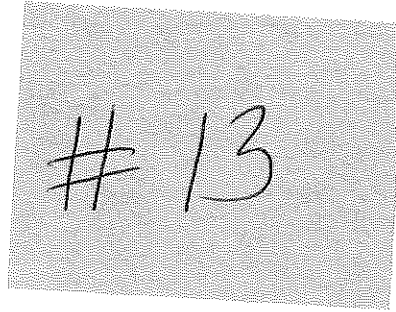
[Back to Menu \(Staff.aspx\)](#)

[Next](#)

[Privacy Policy \(https://www.eeoc.gov/privacy.cfm\)](https://www.eeoc.gov/privacy.cfm) | [Disclaimer \(https://www.eeoc.gov/disclaimer.cfm\)](https://www.eeoc.gov/disclaimer.cfm) |
[USA.gov \(https://www.usa.gov/\)](https://www.usa.gov/)



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Las Vegas Local Office



333 Las Vegas Blvd. South, Suite 5560
Las Vegas, NV 89101
Intake Information Group: (800) 669-4000
Intake Information Group TTY: (800) 669-6820
Las Vegas Status Line: (866) 408-8075
Las Vegas Direct Dial: (702) 388-5013
TTY (702) 388-5098
FAX (702) 388-5094
Website: www.eeoc.gov

Hiram Glenn
1841 Drifters Peak Street
Las Vegas, NV 89144.

Dear Hiram,

The U.S. Equal Employment Opportunity Commission (EEOC) has received your inquiry. We investigate complaints of employment discrimination based on age (40 and over), race, color, sex, religion, national origin, disability and retaliation. In general, a charge of discrimination must be filed with our office within 300 days from the date of harm.

Your confirmation of your intake appointment is attached.

You may call us Monday thru Friday between the hours of 8:00 a.m. and 4:00 p.m. @ (702) 388-5013 Pacific time to cancel if you do not wish to file. Thank you.



Thalia Guerra
Enforcement Clerk
Equal Employment Opportunity Commission (EEOC)
333 Las Vegas Blvd. South 5th Floor Ste, 5560
Las Vegas, NV 89101
Thaliaa.guerra@eeoc.gov Tel: +1-702-388-5013 Fax: + 1-702-

388-5094

222 CV 00712 HIRAM GLENN

Company Form FRM-0931	PERSONAL PROTECTIVE VOUCHER	03/21/18 Rev. 07 Page 1 of 1
-----------------------------	--------------------------------	------------------------------------

ISSUE DATE: 05/27/2020

KS3400SS

Hiram Glenn Jr.

Employee Name

Paul Lipkowitz

Number

Laborers - 1S4K

Department Manager Printed Name

Department Manager Signature

Org. Name & Number

Check Employee Location:

- ☐ LVO (Las Vegas Operations)
 ☒ NNSS (Nevada National Security Site)
 ☐ LO (Livermore Operations)
- ☐ LAO (Los Alamos Operations)
 ☐ STL (Special Technologies Laboratory)
- ☐ RSL-AO (Andrews Operations)
 ☐ RSL (Remote Sensing Laboratory-Nellis)

STORE MANAGER,

Please accept this voucher as credit toward the purchase of:

(Check only ONE item per voucher) ☒ Safety Shoes ☐ Prescription Safety Glasses

Payment will be made in accordance with Agreement(s) currently in effect with approved vendor(s).

Please attach the fully executed copy of the voucher to your invoice and submit same with your monthly statement to the following address:

Mission Support and Test Services^{LLC}

Accounts Payable

PO Box 98521, M/S NLV025

Las Vegas, NV 89193-8521

Safety Shoes Reimbursement Limit is \$100.00

Select all that apply: ☒ Composite safety shoes (non-metal) (Must meet ASTM F2413-05) ☒ Slip Resistant

☒ Steel/fiberglass Toed (Must meet ASTM F2413-05 Requirements)

Prescription Safety Glasses Reimbursement Limit is \$125.00. MUST MEET ANSI Z-87.1 REQUIREMENTS WITH FIXED AND RIGID SIDE SHIELDS. GLASS LENSES ARE RECOMMENDED.

VENDOR WILL BE REIMBURSED THE INVOICED AMOUNT UP TO THE REIMBURSEMENT LIMIT NOTED ABOVE. ANY CHARGES OVER THE REIMBURSEMENT LIMIT ARE THE RESPONSIBILITY OF THE EMPLOYEE AT THE POINT OF SALE. ITEM(S) ARE SUBJECT TO ALL STATE AND LOCAL TAXES.

Hiram Glenn Jr.

Employee Printed Name

Hiram Glenn Jr.

Employee Signature

Vendor Company Name

Purchase Date

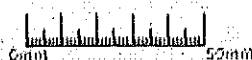
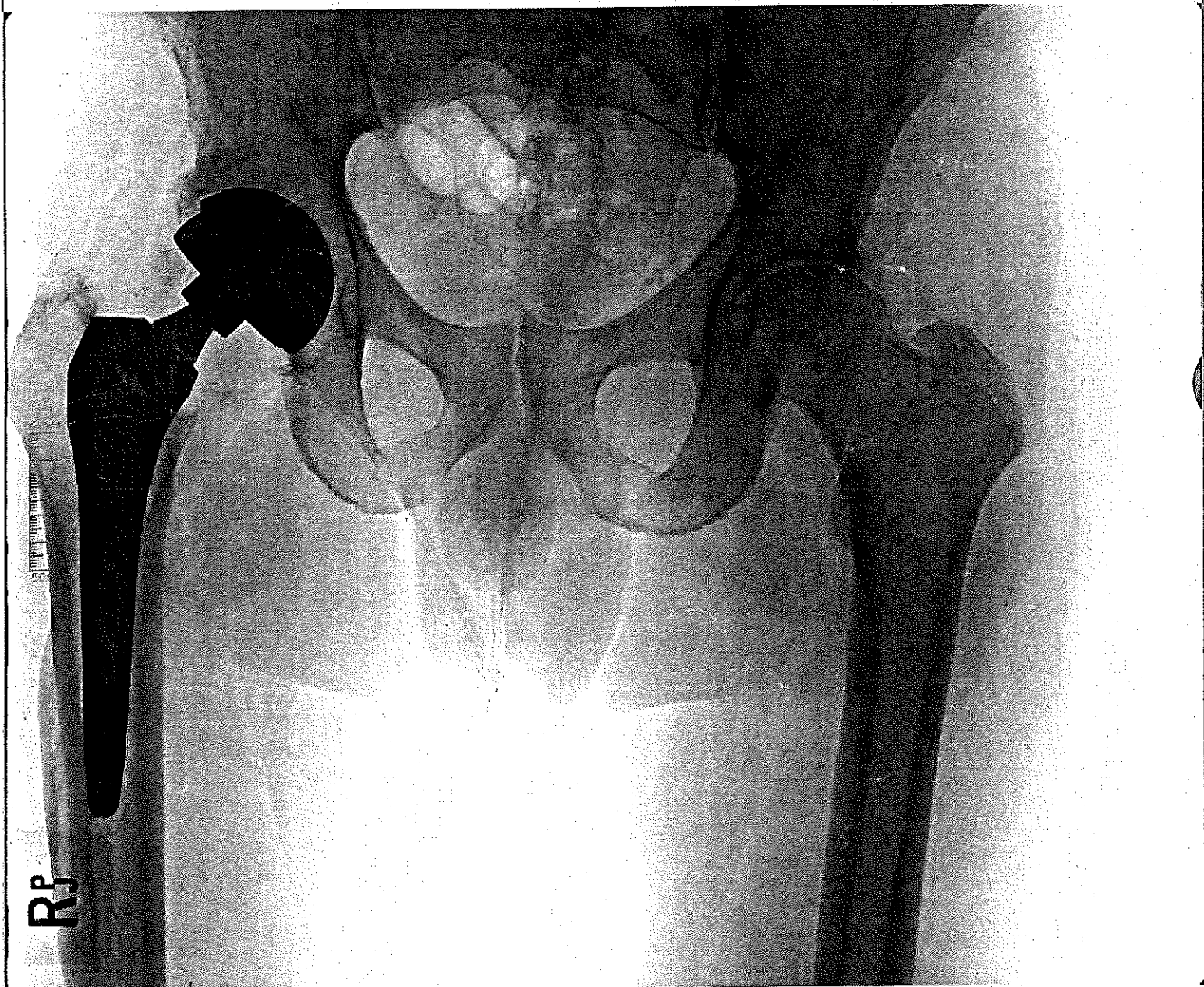
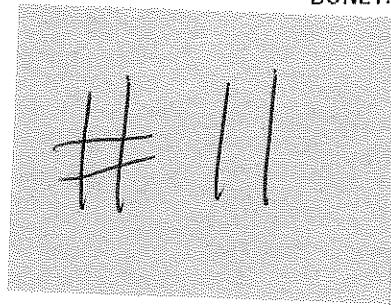
Vendor Employee Printed Name

Vendor Employee Signature

Distribution: Employee's Department
Vendor
Accounts Payable
Employee

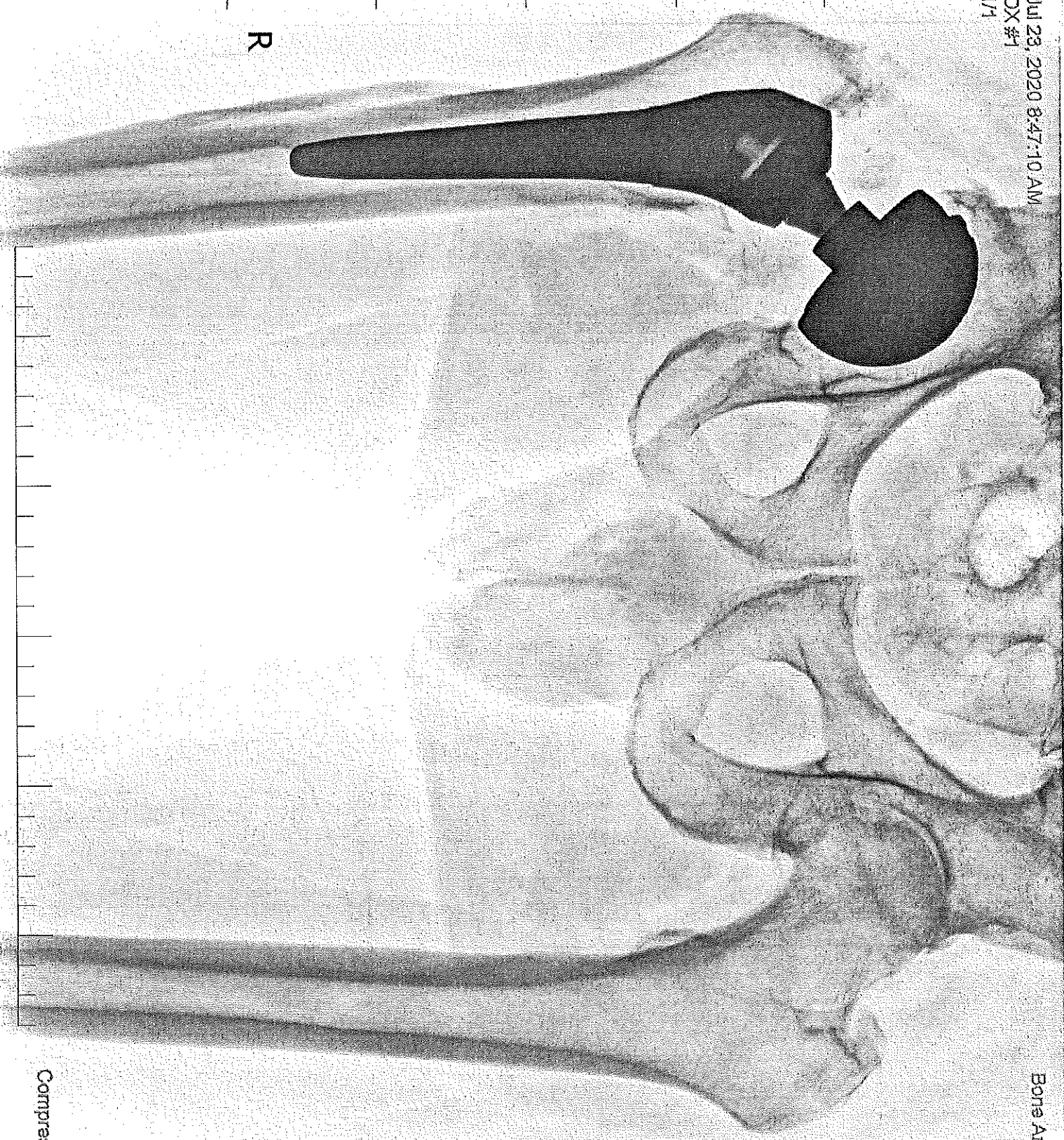
GLENN, HIRAM
PID:69151, DOB:10/3/1962
2/7/2013 4:24 PM
HIP, AP
HIP, AP
1001/1

BONE AND JOINT SPECIALISTS CRIMSON CANYON
kv:0



222 CV 00112 H1R in GTW

Se: Jul 23, 2020 8:47:10 AM
Se: DX #1
Im: 1/1



Bone And Joint Specialists
[GLENN/HIRAM]
[Oct 3, 1992]
[O] [05 Y]
[69151BLV]

3084x2554
Zoom: 100 %
Compression: 2:1 (lossless)
W: 12928 L: 8342

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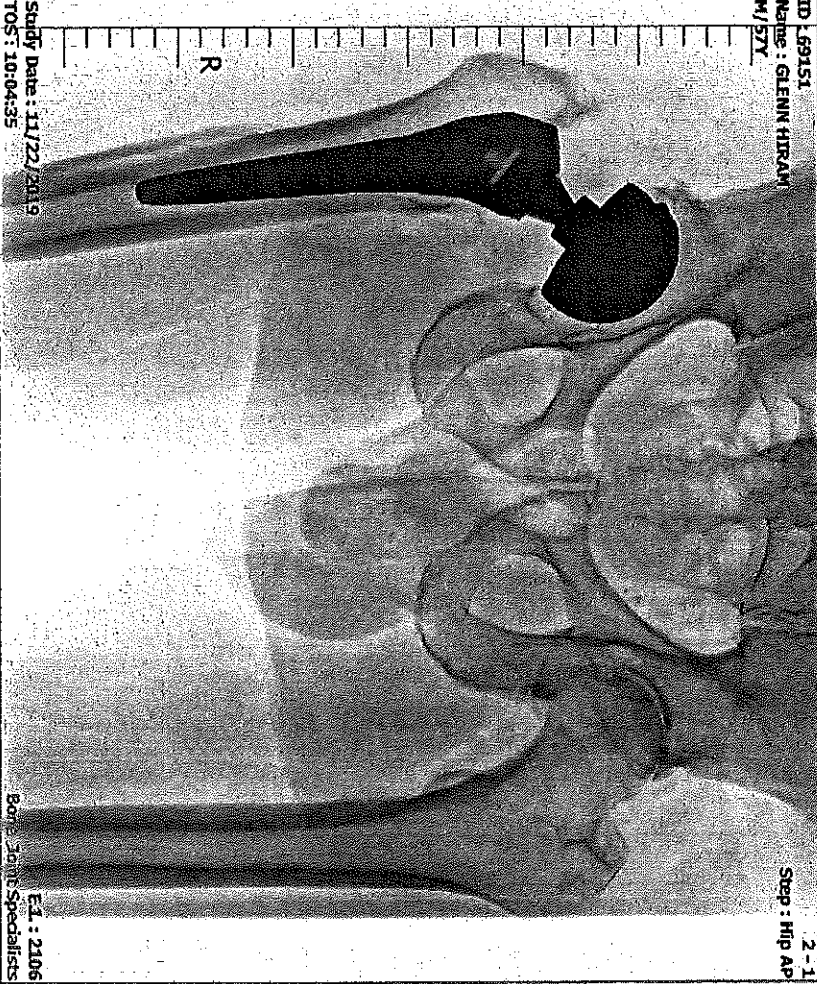
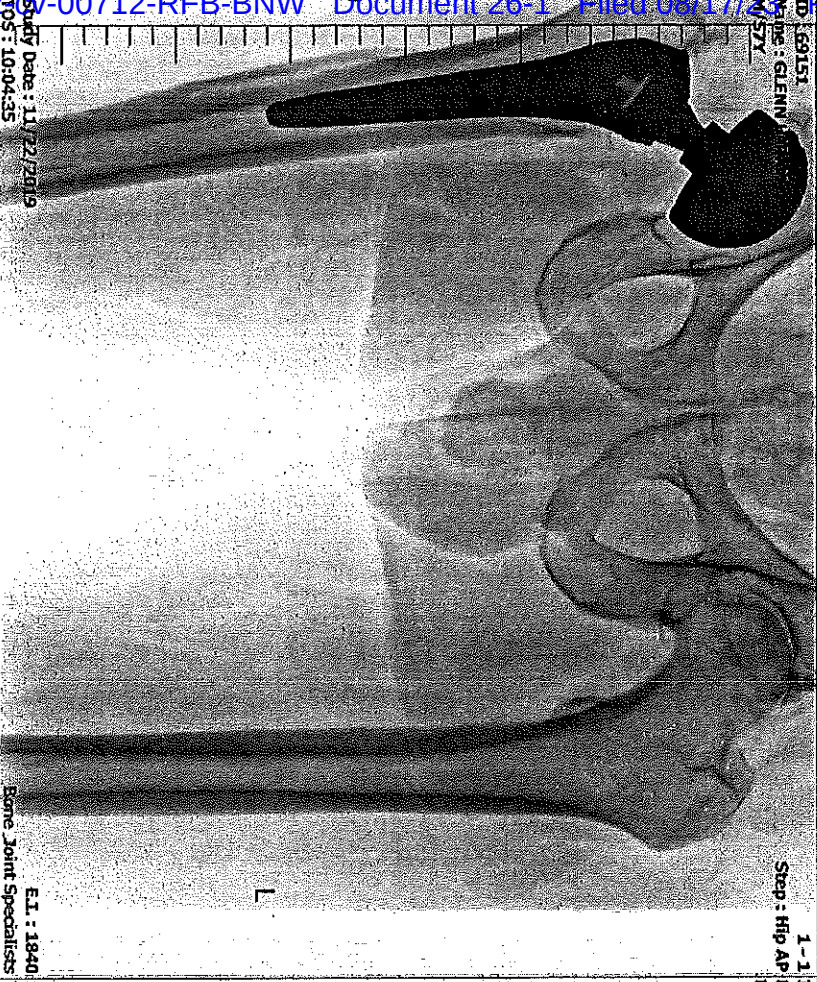
Se. DX #1
Int: 11

Bone & Joint Specialists
[GLENN-HIRAM]
[Oct 5, 1992]
[M] [1057]
[88151BLV]

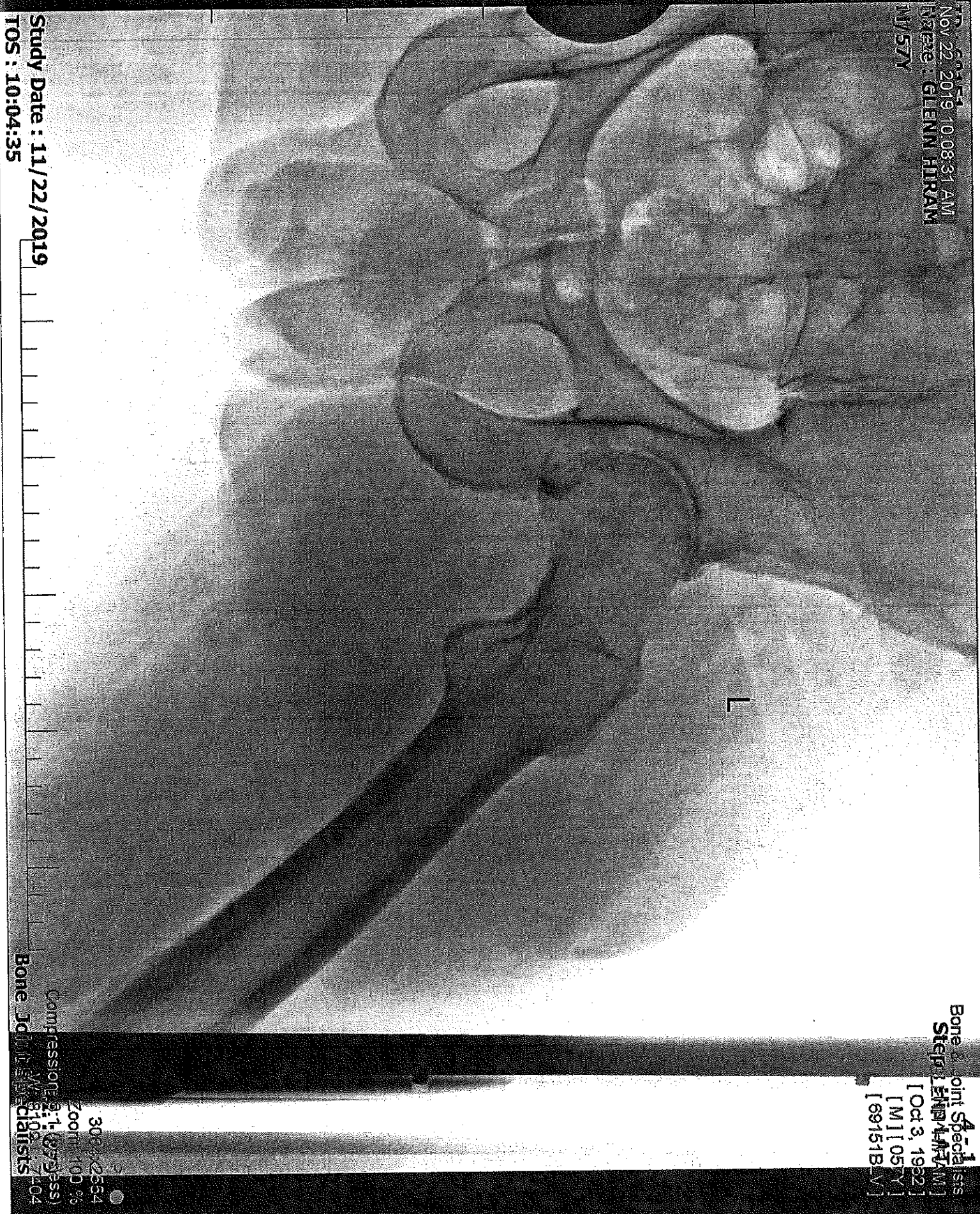
Set Nov 22, 2019 10:07:05 AM

Se. DX #2
Int: 11

Bone & Joint Specialists
[GLENN-HIRAM]
[Oct 5, 1992]
[M] [1057]
[88151BLV]



Se: Nov 22, 2019 10:08:31 AM
Se: HIRAM, GLENN HIRAM
Im: W/57Y



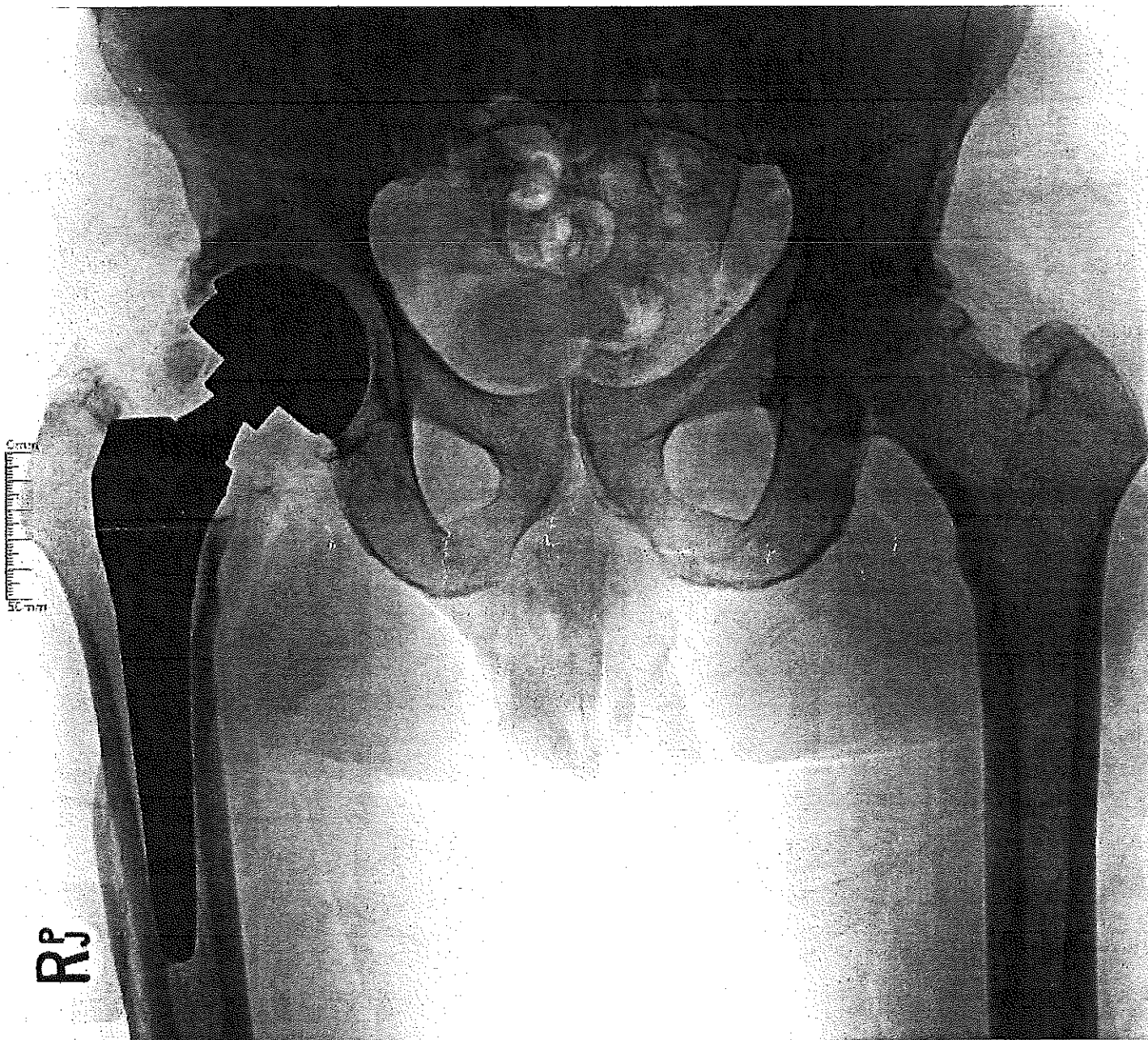
Study Date : 11/22/2019
TOS : 10:04:35

Bone Joint Specialists
Step 1 ENH 4-11-11 AM
[Oct 3, 1992]
[M] [057Y]
[69151BLV]

3000-2564
Zoom: 100 %
Compression: 9.1 (87955)
Bone Joint Specialists
W/ 8109 7404

GLENN, HIRAM
PID:69151, DOB:10/3/1962
4/10/2015 2:55 PM
PELVIS,
PELVIS,
1002/1

BONE AND JOINT SPECIALIST
KV:1





BONE & JOINT SPECIALISTS

Board Certified Orthopedic Surgeons

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10

en Sanders, M.D.
k Rosen, M.D.
Michael Elkanich, M.D.
es B. Manning, M.D.
k T. Mendez, M.D.
lyn Segovia, P.A.C.

Patient: Hiram Glenn Jr
Date of Birth: 10/03/1962
SSN (last 4 #): 9232

Visit Date: 07/15/2016
Attending Provider: MARK J. ROSEN MD
Referring Provider: WENDELL D. BUTLER M.D.

Patient Visit Note

Active Problems

- **PAIN-HIP/THIGH REGION** - Bilateral hip pain left hip on/off for years

Occupation

Construction labor

laid off since December

Body Part

Bilateral Hips

Date of Surgery

right hip 2009 Wright metal on metal

History of Present Illness

Hiram Glenn is a 53 year old male.

- Medication list reviewed.

Intermittent bilateral hip pain. 90 Lortab lasted over a year.

Occasional left knee pain

Past Medical/Surgical History

Total Right Hip Replacement Sept. 2009

Colonoscopy Dec. 2012

no known medical health problems

Social History

Behavioral: No tobacco use and smoking status: Never smoker.

Allergies

- **No Known Allergies**

Physical Findings

- **Vitals taken 07/15/2016 03:06 pm**

Height	68 in
Weight	212 lbs
Body Mass Index	32.2 kg/m2

STEINBERG DIAGNOSTIC MEDICAL IMAGING CENTERS

Phone: (702) 732-6000 www.sdmi-lv.com Fax: (702) 732-6071

Patient Name: **Hiram Glenn**

Patient: **Hiram Glenn**
SDMI #: **1010822**
Pt. DOB: **10/03/1962**
Pt. Sex: **Male**

Physician: **Michael Bradford**
Dr. Fax: **(702) 258-5565**
Dr. Phone: **(702) 878-0393**
Dr. Addr.: **7455 W Washington Ave Ste 160 Las Vegas, NV 89128**
Cc:
Cc:

Date of Service: **12/13/19**
SDMI Location: **CH**

MRI RIGHT HIP

CLINICAL HISTORY:

Right hip pain. Surgery in 2009.

TECHNIQUE:

Multiplanar multisequence images of the right hip on a 1.5T MR magnet. No IV or arthrogram contrast. Metal artifact reduction protocol was administered.

COMPARISON:

MRI right hip. 2/22/2013

FINDINGS:

Right hip: Metallic artifact limits evaluation. There is redemonstration of a lobulated right hip joint capsule with thickened wall extending anteriorly and posteriorly similar in appearance to prior study and compatible with a pseudocapsule. The visualized muscles and tendons about the right hip are otherwise grossly unremarkable. No acute fracture is seen

Left hip/general: There is moderate to severe osteoarthritis of the left hip. There is a small left hip joint effusion. There is fluid in the region of the left iliopsoas bursa compatible with bursitis. No high-grade muscle or tendon abnormality is seen about the left hip. No acute fracture is seen.

IMPRESSION:

1. Right hip arthroplasty with associated pseudocapsule is unchanged.
2. Moderate to severe left hip osteoarthritis. Fluid in the region of the left iliopsoas bursa compatible with bursitis.

Interpreted by: **Yeonsoo James Kim MD** 12/13/2019 8:34 AM

Physician Access To Images and Reports Is Available Online at www.sdmi-lv.com

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800 Shadow Ln. Las Vegas, NV 89106

2850 Siena Heights, Henderson, NV 89052
9070 W. Post Road, Las Vegas, NV 89148

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Patient Name: Hiram Glenn Jr

Date: 07/23/2020

Arthroscopic Debridement -- unlikely to help unless there are mechanical symptoms.
Joint replacement surgery.

Risks of NSAIDs including but not limited to ulcers, cardiac disease, kidney and liver failure.

Plan

- **Other**

Ibuprofen 800 MG tablet, TAKE 1 TABLET BY MOUTH THREE TIMES A DAY AS NEEDED FOR PAIN, 30 days, 0 refills

repeat labs to monitor kidney function and metal ions.

I will call him with lab results next month.

Revision and/or primary by Dr. Bradford when he's ready

Restrictions

Due to his left hip osteoarthritis and his chronic right hip pain post replacement with metal on metal prosthesis. Mr Glenn is unable to climb steep hills, run, lift more than 50 pounds, unable to get into a truck greater than 3 feet off the ground nor get in or out of trenches.

Therapy

- Education and instructions.
- Clinical summary provided to patient.

Counseling/Education

- Instructions for patient
- Education and counseling

Health Reminders

- **Assess BMI satisfied 07/23/2020.**
- **Assess Tobacco Use satisfied 07/23/2020.**

Mark J. Rosen M.D.

Electronically signed by: MARK J ROSEN MD Date: 07/23/2020 09:05

Patient Name: Hiram Glenn Jr

Date: 07/23/2020

Social History

Behavioral: No tobacco use and smoking status: Never smoker.

Allergies

- No Known Allergies

Physical Findings

- Vitals taken 07/23/2020 08:52 am

Height	68 in
Weight	200 lbs
Body Mass Index	30.4 kg/m2
Body Surface Area	2.04 m2

limp

no pain with ROM, but he is limited to flexion of 90 and has no IR, ER about 20

Radiology

Office xrays: 11/22/19 left hip degenerative osteoarthritis has progressed and is now bone on bone. right hip post wright metal on metal THR. Possible lucency far lateral, possible vertical shift, but, does not look different from 9 years ago.

11/4/16 Office xrays left knee show minimal degenerative changes

12/13/19 MRI right ip 12/13/19 shows pseudo capsule but it has not changed since MRI 2013

7/23/20 AP of pelvis shows no significant interval change.

Tests

Cobalt and Chromium serum levels

chromium level 10/19 1.3 (<1.3 nl)

10/16 Cobalt 10.8 (.1-.4)

12/19 BUN/Cr and electrolytes nl, Cobalt 8.6, Chromium 2.8

Cobalt and Chromium serum levels

chromium level 10/19 1.3 (<1.3 nl)

10/16 Cobalt 10.8 (.1-.4)

12/19 BUN/Cr and electrolytes nl, Cobalt 8.6, Chromium 2.8

Assessment

Left hip DJD

Right hip stable vs metal reaction versus loosening

Discussed

metal on metal bearing on right and possible need for revision.

Danger of narcotics such as addiction, constipation and disorientation.

Options for care of osteoarthritis:

Physical therapy can sometimes be of benefit

acetaminophen -- never take more than 3000 mg a day

Nonsteroidal anti-inflammatories -- can increase risks of cardiovascular disease and gastrointestinal bleeding

Intraarticular cortisone -- can result in infection and raises blood sugar

Viscosupplementation -- efficacy is controversial



BONE & JOINT SPECIALISTS

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Patient: Hiram Glenn Jr
Date of Birth: 10/03/1962
SSN (last 4 #): 9232

Visit Date: 07/23/2020
Attending Provider: Mark J. Rosen M.D.
Referring Provider: DAVID BARTON

Patient Visit Note

Active Problems

- PAIN-HIP/THIGH REGION - Bilateral hip pain left hip on/off for years

Length of employment

9 years

Occupation

Construction labor

Date of Injury

Chronic

Body Part

Bilateral Hips

Date of Surgery

right hip 2009 Wright metal on metal

History of Present Illness

Hiram Glenn is a 57 year old male.

- Medication list reviewed.

Intermittent bilateral hip pain. 90 Lortab lasted over a year.

Patient is here to be seen for his right hip. Patient states that he is not having a lot of problems with his right hip, he states it is just the regular wear and tear. Patient states that he believes he did see Dr Kang one time, but he is not considering a hip revision at this time, he does not believe he is at that point yet.

Patient presents to office today for an annual follow up on his bilateral hips.

Has seen Dr Bradford at the recommendation of his union. He had recommended an MRI with MARS of his right hip and a cortisone Injection into his left hip

Surgical History/Medical History

Total Right Hip Replacement Sept. 2009

Colonoscopy Dec. 2012

no known medical health problems

Patient Name: Hiram Glenn Jr

Date: 12/20/2019

Risks and benefits of left total hip replacement. Discussed risks including but not limited to anaesthetic risks including death, surgical risks including blood or fat clots to heart, brain, lungs, prolonged recovery, numbness, damage to nerves, leg length discrepancy, dislocation of hip, continued pain, increased pain, risks of infection and possible need for revision of hip.

Mako left total hip replacement with Stryker prosthesis using ceramic on highly crosslinked polyethylene.

Risks of NSAIDs including but not limited to ulcers, cardiac disease, kidney and liver failure.

Plan

per Dr. Btradford, f/u with me PRN

Restrictions

Due to his left hip osteoarthritis and his chronic right hip pain post replacement with metal on metal prosthesis. Mr Glenn is unable to climb steep hills, run, lift more than 50 pounds, unable to get into a truck greater than 3 feet off the ground nor get in or out of trenches.

Therapy

- Education and instructions.
- Clinical summary provided to patient.

Counseling/Education

- Instructions for patient
- Education and counseling

Health Reminders

- **Assess BMI satisfied 12/20/2019.**
- **Assess Tobacco Use satisfied 12/20/2019.**

Mark J. Rosen M.D.

Electronically signed by: MARK J ROSEN MD Date: 12/20/2019 09:10

Patient Name: Hiram Glenn Jr

Date: 12/20/2019

Social History

Behavioral: No tobacco use and smoking status: Never smoker.

Current Medication

- **Ibuprofen 800MG Oral Tablet TAKE 1 TABLET BY MOUTH THREE TIMES A DAY AS NEEDED FOR PAIN, 30 days, 0 refills**

Allergies

- **No Known Allergies**

Physical Findings

- **Vitals taken 12/20/2019 08:53 am**

Height	68 in
Weight	200 lbs
Body Mass Index	30.4 kg/m2
Body Surface Area	2.04 m2

no limp

no pain with ROM, but he is limited to flexion of 90 and has no IR, ER about 20

Radiology

Office xrays: 11/22/19 left hip degenerative osteoarthritis has progressed and is now bone on bone, right hip post wright metal on metal THR. Possible lucency far lateral, possible vertical shift, but, does not look different from 9 years ago.

11/4/16 Office xrays left knee show minimal degenerative changes

12/13/19 MRI right hip 12/13/19 shows pseudo capsule but it has not changed since MRI 2013

Tests

Cobalt and Chromium serum levels

chromium level 10/19 1.3 (<1.3 nl)

10/16 Cobalt 10.8 (.1-.4)

12/19 BUN/Cr and electrolytes nl, Cobalt 8.6, Chromium 2.8

Assessment

Left hip DJD

Right hip stable vs metal reaction versus loosening

Discussed

metal on metal bearing on right and possible need for revision.

Danger of narcotics such as addiction, constipation and disorientation.

Options for care of osteoarthritis:

Physical therapy can sometimes be of benefit

acetaminophen -- never take more than 3000 mg a day

Nonsteroidal anti-inflammatories -- can increase risks of cardiovascular disease and gastrointestinal bleeding

Intraarticular cortisone -- can result in infection and raises blood sugar

Viscosupplementation -- efficacy is controversial

Arthroscopic Debridement -- unlikely to help unless there are mechanical symptoms.

Joint replacement surgery.



BONE & JOINT SPECIALISTS

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2680 Crimson Canyon Drive, Las Vegas, NV 89128 (702) 228-7355 Office / (702) 228-4499 Fax

Patient: Hiram Glenn Jr
Date of Birth: 10/03/1962
SSN (last 4 #): 9232

Visit Date: 12/20/2019
Attending Provider: Mark J. Rosen M.D.
Referring Provider: DAVID BARTON

Patient Visit Note

Active Problems

- **PAIN-HIP/THIGH REGION - Bilateral hip pain left hip on/off for years**

Length of employment

9 years

Occupation

Construction labor

Date of Injury

Chronic

Body Part

Bilateral Hips

Date of Surgery

right hip 2009 Wright metal on metal

History of Present Illness

Hiram Glenn is a 57 year old male.

- Medication list reviewed.

Intermittent bilateral hip pain. 90 Lortab lasted over a year.

Patient is here to be seen for his right hip. Patient states that he is not having a lot of problems with his right hip, he states it is just the regular wear and tear. Patient states that he believes he did see Dr Kang one time, but he is not considering a hip revision at this time, he does not believe he is at that point yet.

Patient presents to office today for an annual follow up on his bilateral hips.

Has seen Dr Bradford at the recommendation of his union. He had recommended an MRI with MARS of his right hip and a cortisone injection into his left hip

Surgical History/Medical History

Total Right Hip Replacement Sept. 2009

Colonoscopy Dec. 2012

no known medical health problems

Patient Name: Hiram Glenn Jr

Date: 11/22/2019

Plan

• **Other**

Ibuprofen 800 MG tablet, three times a day as needed for pain, 30 days, 0 refills

Labs for right hip: CBC, cobalt, chromium serum levels, electrolytes, BUN and Cr tests. RTC 2-3 weeks to discuss test results and what he wants to do.

Restrictions

Due to his left hip osteoarthritis and his chronic right hip pain post replacement with metal on metal prosthesis, Mr Glenn is unable to climb steep hills, run, lift more than 50 pounds, unable to get into a truck greater than 3 feet off the ground nor get in or out of trenches.

Therapy

- Education and instructions.
- Clinical summary provided to patient.

Counseling/Education

- Instructions for patient
- Education and counseling

Health Reminders

- Assess BMI satisfied 11/22/2019.
- Assess Tobacco Use satisfied 11/22/2019.

Mark J. Rosen M.D.

Electronically signed by: MARK J ROSEN MD Date: 11/22/2019 11:09

Patient Name: Hiram Glenn Jr

Date: 11/22/2019

Allergies

- No Known Allergies

Physical Findings

- Vitals taken 11/22/2019 09:21 am

Height	68 in
Weight	200 lbs
Body Mass Index	30.4 kg/m2
Body Surface Area	2.04 m2

no limp

no pain with ROM, but he is limited to flexion of 90 and has no IR, ER about 20

Radiology

Office xrays: 11/22/19 left hip degenerative osteoarthritis has progressed and is now bone on bone. right hip post wright metal on metal THR. Possible lucency far lateral, possible vertical shift, but, does not look different from 9 years ago.

11/4/16 Office xrays left knee show minimal degenerative changes

Tests

Cobalt and Chromium serum levels

chromium level 10/19 1.3 (<1.3 nl)

10/16 Cobalt 10.8 (.1-.4)

Assessment

Left hip DJD

Right hip stable vs metal reaction versus loosening

Discussed

metal on metal bearing on right and possible need for revision.

Danger of narcotics such as addiction, constipation and disorientation.

Options for care of osteoarthritis:

Physical therapy can sometimes be of benefit

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Intraarticular cortisone -- can result in infection and raises blood sugar

Viscosupplementation -- efficacy is controversial

Arthroscopic Debridement -- unlikely to help unless there are mechanical symptoms.

Joint replacement surgery.

Risks and benefits of left total hip replacement. Discussed risks including but not limited to anaesthetic risks including death, surgical risks including blood or fat clots to heart, brain, lungs, prolonged recovery, numbness, damage to nerves, leg length discrepancy, dislocation of hip, continued pain, increased pain, risks of infection and possible need for revision of hip.

Mako left total hip replacement with Stryker prosthesis using ceramic on highly crosslinked polyethylene.

Risks of NSAIDs including but not limited to ulcers, cardiac disease, kidney and liver failure.



BONE & JOINT SPECIALISTS

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Patient: Hiram Glenn Jr
Date of Birth: 10/03/1962
SSN (last 4 #): 9232

Visit Date: 11/22/2019 Amended 11/22/2019 10:51 by MARK J ROSEN MD
Attending Provider: Mark J. Rosen M.D.
Referring Provider: DAVID BARTON

Patient Visit Note

Active Problems

- PAIN-HIP/THIGH REGION - Bilateral hip pain left hip on/off for years

Length of employment

9 years

Occupation

Construction labor

Date of Injury

Chronic

Body Part

Bilateral Hips

Date of Surgery

right hip 2009 Wright metal on metal

History of Present Illness

Hiram Glenn is a 57 year old male.

- Medication list reviewed.

Intermittent bilateral hip pain. 90 Lortab lasted over a year.

Patient is here to be seen for his right hip. Patient states that he is not having a lot of problems with his right hip, he states it is just the regular wear and tear. Patient states that he believes he did see Dr Kang one time, but he is not considering a hip revision at this time, he does not believe he is at that point yet.

Patient presents to office today for an annual follow up on his bilateral hips.

Surgical History/Medical History

Total Right Hip Replacement Sept. 2009

Colonoscopy Dec. 2012

no known medical health problems

Social History

Behavioral: No tobacco use and smoking status: Never smoker.

Patient Name: Hiram Glenn Jr

Date: 07/26/2018

Physical Findings

• Vitals taken 07/26/2018 02:56 pm

Height	68 in
Weight	200 lbs
Body Mass Index	30.4 kg/m2
Body Surface Area	2.04 m2

no limp

pain with ROM

Left knee with MJLT, ROM 5-125, no instability, +macmurray's

Radiology

Office xrays: 7/26/18 left hip degenerative osteoarthritis. right hip post wright metal on metal THR. Possible lucency far lateral, possible vertical shift, but, does not look much different from 9 years ago

11/4/16 Office xrays left knee show minimal degenerative changes

Tests

Cobalt and Chromium serum levels

chromium level 10/19 1.3 (<1.3 nl)

10/16 Cobalt 10.8 (.1-.4)

Assessment

Left hip DJD

Right hip stable vs metal reaction versus loosening

Discussed

metal on metal bearing

Danger of narcotics such as addiction, constipation and disorientation.

Plan

RTC in 2 years for surveillance xrays right hip. Sooner PRN

Therapy

- Education and instructions.
- Clinical summary provided to patient.

Counseling/Education

- Instructions for patient
- Education and counseling

Health Reminders

- Assess BMI satisfied 07/26/2018.
- Assess Tobacco Use satisfied 07/26/2018.

Mark J. Rosen M.D.

Electronically signed by: MARK J ROSEN MD Date: 07/26/2018 15:59



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G. Michael Elkanich, M.D.
James B. Manning M.D.
Kirk T. Mendez, M.D.
Jocelyn Segovia, P.A.C.

Patient: Hiram Glenn Jr
Date of Birth: 10/03/1962
SSN (last 4 #): 9232

Visit Date: 07/26/2018
Attending Provider: Mark J. Rosen M.D.
Referring Provider: DAVID BARTON

Patient Visit Note

Active Problems

- PAIN-HIP/THIGH REGION - Bilateral hip pain left hip on/off for years

Length of employment

9 years

Occupation

Construction labor

Body Part

Bilateral Hips

Date of Surgery

right hip 2009 Wright metal on metal

History of Present Illness

Hiram Glenn is a 55 year old male.

- Medication list reviewed.

Intermittent bilateral hip pain. 90 Lortab lasted over a year.

Patient is here to be seen for his right hip. Patient states that he is not having a lot of problems with his right hip, he states it is just the regular wear and tear. Patient states that he believes he did see Dr Kang one time, but he is not considering a hip revision at this time, he does not believe he is at that point yet.

Past Medical/Surgical History

Total Right Hip Replacement Sept. 2009

Colonoscopy Dec. 2012

no known medical health problems

Social History

Behavioral: No tobacco use and smoking status: Never smoker.

Current Medication

- None

Allergies

- No Known Allergies

Patient Name: Hiram Glenn Jr

Date: 11/04/2016

no limp

pain with ROM

Left knee with MJLT, ROM 5-125, no Instability, +macmurray's

Radiology

Office xrays: 7/15/16 left hip degenerative osteoarthritis. right hip post wright metal on metal THR. Possible lucency far lateral, possible vertical shift, but, does not look much different from 4 years ago

11/4/16 Office xrays left knee show minimal degenerative changes

Tests

Cobalt and Chromium serum levels

chromium level 10/19 1.3 (<1.3 nl)

10/16 Cobalt 10.8 (.1-.4)

Assessment

Left hip DJD

Right hip stable vs metal reaction versus loosening

Discussed

metal on metal bearing

Plan

- **OTHER**

Hydrocodone-Acetaminophen 10-325 MG TABS, 1 every 4 - 6 hours as needed, 30 days, 0 refills

REferral to Dr. Kang re his right hip revision.

Therapy

- Education and instructions.
- Clinical summary provided to patient.

Counseling/Education

- Instructions for patient
- Education and counseling

Health Reminders

- **Assess BMI satisfied 11/04/2016.**
- **Assess Tobacco Use satisfied 11/04/2016.**

MARK J. ROSEN MD

Electronically signed by: MARK J ROSEN MD Date: 11/04/2016 16:40



BONE & JOINT SPECIALISTS

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Kirk T. Mendez, M.D.
Jocelyn Segovia, P.A.C.

Patient: Hiram Glenn Jr
Date of Birth: 10/03/1962
SSN (last 4 #): 9232

Visit Date: 11/04/2016
Attending Provider: MARK J. ROSEN MD
Referring Provider: WENDELL D. BUTLER M.D.

Patient Visit Note

Active Problems

- PAIN-HIP/THIGH REGION - Bilateral hip pain left hip on/off for years

Occupation

Construction labor

Body Part

Bilateral Hips

Date of Surgery

right hip 2009 Wright metal on metal

History of Present Illness

Hiram Glenn is a 54 year old male.

- Medication list reviewed.

Intermittent bilateral hip pain. 90 Lortab lasted over a year.

Left knee pain Intermittently for the last year. Occasionally pops, clicks, locks and swells. No history of injury nor trauma.

Past Medical/Surgical History

Total Right Hip Replacement Sept. 2009

Colonoscopy Dec. 2012

no known medical health problems

Social History

Behavioral: No tobacco use and smoking status: Never smoker.

Allergies

- No Known Allergies

Physical Findings

- Vitals taken 11/04/2016 03:45 pm

Height	68 in
Weight	200 lbs
Body Mass Index	30.4 kg/m2
Body Surface Area	2.04 m2

Patient Name: Hiram Glenn Jr

Date: 07/15/2016

Body Surface Area

2.10 m2

no limp

pain with ROM

Radiology

Office xrays: 7/15/16 left hip degenerative osteoarthritis. right hip post wright metal on metal THR. Possible lucency far lateral, possible vertical shift, but, does not look much different from 4 years ago

Tests

Cobalt and Chromium serum levels

Assessment

Left hip DJD

Right hip stable vs metal reaction versus loosening

Discussed

metal on metal bearing

Plan

- **OTHER**

Hydrocodone-Acetaminophen 10-325 MG TABS, 1 every 4 - 6 hours as needed, 30 days, 0 refills

cobalt, chromium serum levels when Dr. Butler does his other labs. RTC 1-2 weeks post lab work. Next visit xray left knee and I will evaluate him for that as well

Therapy

- Education and instructions.
- Clinical summary provided to patient.

Counseling/Education

- Instructions for patient
- Education and counseling

Health Reminders

- **Assess BMI satisfied 07/15/2016.**
- **Assess Tobacco Use satisfied 07/15/2016.**

MARK J. ROSEN MD

Electronically signed by: MARK J ROSEN MD Date: 07/15/2016 15:28

**MSTS**

MECHANICAL AND TEST SERVICES

COMPANY PRIVATE

**CRAFT EMPLOYEE
DISCIPLINARY WARNING**

#9

Date Issued: January 21, 2020	Employee Name: Hiram G
Employee Number: 297263	Classification: Laborer II

Date of Incident: December 4, 2019

Time: Approx. 7:00 A.M. to 9:30 A.M.

Category Matrix Number: III

Infraction Number (1st, 2nd, etc.) 1st

Work Rule Infraction Description: Unsatisfactory Performance and Neglecting Job Duties**Detailed description of incident:**

On Wednesday, December 4, 2019, you were witnessed in the Area 6 Shop breakroom from 7:00 a.m. to 9:30 a.m. neglecting your job duties and you failed to reach out to management for direction on your work assignment for the day. This behavior is considered Unsatisfactory Performance. You must always reach out to management whenever you have a question regarding your work assignment or job duties. You should not wait for management to reach out to you, you should always be productive while on duty.

The Craft Employee Work Rules state:

- Craft Work Rule 6.1.3 – The Projects Policy shall be "a fair day's work for a fair day's pay." Therefore, employees will be at their assigned reporting place or work location at the start of their shift and work until the authorized quitting time at the end of their shift. Loitering, late starts, and early quits will be disciplined in accordance with the attached disciplinary guidelines.
- Craft Work Rule 6.2.1 – There shall be no organized coffee breaks, rest periods, or other nonworking times during the work day except during scheduled one-half hour meal periods. Employees shall not leave their work area or gather for coffee breaks.
- Craft Work Rule 7.4.5 Unsatisfactory Performance – Failing or being unable to perform work of an acceptable standard. Neglecting job duties and responsibilities. Abusing personal telephone privileges. Unauthorized selling or articles or services, distributing or posting of unauthorized literature, canvassing, polling, or petitioning.

According to the Craft Work Rules 7.3.4, "The list of violations on the attached matrix is not intended to be an all-inclusive list. There may be other violations that will result in discipline. Discipline for violations not listed on the matrix will be issued under the premise of progression as other violations on the matrix." Additionally, the matrix states, "Infractions will be evaluated on a case-by-case basis, and discipline administered may be more or less than the guidelines suggested."

As a result of this violation(s) and based on the above you are being issued this Written Disciplinary Warning.

Continued violations of this nature will result in further disciplinary action, up to and including termination.

	Supervisor Signature
	Labor Relations Signature
	Employee Signature
	Union Representative

187378
Employee Number

300900
Employee Number

1-21-2020
Date

5295540
Employee Number

to, the assignment and direction of its Employees.

SECTION 2. The Employer shall be the sole judge of the qualifications of each Employee and the number of Employees required to perform any work subject to this Agreement. The Employer shall have the absolute right to hire, promote, lay-off Employees or reject any applicant for employment at its discretion, and to discharge and/or suspend Employees in lieu of discharge with just cause. Any discipline must be administered within twenty-one (21) calendar days of the disciplinary decision.

SECTION 3. Subject to the provisions of Appendix A, the necessity of and the identity of foremen shall be solely determined by the Employer. It is not the intent of the Employer to assign the duties and responsibilities of Foreman to an Employee without designating such Employee as Foreman and paying them in accordance with Appendix A. It is not the intent of the Employer by virtue of this provision to eliminate Foremen.

SECTION 4. None of the rights, duties and prerogatives of the Employer referred to in this Article shall be exercised in a manner which is in conflict with the specific provisions of this Agreement. It is understood, however, the Union shall retain the right to grieve any dispute arising under this Article.

ARTICLE 11

NO STRIKES OR LOCKOUTS

SECTION 1. Due to the major national importance and the vital nature of the work being performed and the operations being conducted by the Employer and other organizations at the NNSS, the Employer and the Unions agree that the Employer's operations must not be interrupted.

In recognition of the above, the Unions, collectively, and the Employees covered by this Agreement, individually, agree they will not call, engage in, or sanction any strike, sympathy strike, work stoppage, slowdown, picketing, sit-down, sit-in, or boycott of the Employer's operations at the NNSS during the term of this Agreement and any mutually agreed upon extensions which extend past the term of this Agreement.

SECTION 2. The Employer agrees there will be no lockout of the Unions or of its Employees represented by the Unions during the term of this Agreement.

SECTION 3. Any violation of Section 1 or Section 2 of this Article shall be expeditiously resolved within twenty-four (24) hours by the effected parties, and the issues given rise to the dispute, shall not be subject to the provisions of the Grievance and Arbitration Procedure.

SECTION 4. It shall not be cause for discharge or disciplinary action in the event an employee individually refuses to go through or work behind any picket line at the Employer's place of business provided said picket line is in connection with a lawful primary labor dispute that is sanctioned by the Southern Nevada Building and Construction Trades Council and other Signatory Unions to this Agreement.

SECTION 5. **PROTECTION OF LIFE AND PROPERTY:** The Unions agree that in the event any member of the bargaining unit exercise their individual right under Section 4 above, the Unions will make every legitimate effort to ensure the minimum services for the protection of life and property, of the type performed by Employees under this Agreement, are provided.

- 222 CV 00712 THOMSON
- A. **SAFETY GLASSES:** Employees shall be entitled to a pair of Safety Glasses (Z-87) allowance of two hundred twenty-five dollars (\$225.00) every twenty-four (24) months or 1) when there is a major prescription change per year or 2) when the glasses are damaged in a way that makes them unsafe or unwearable.
 - B. **SAFETY BOOTS:** Employees shall be entitled to a Safety Boot allowance of two hundred dollars (\$200.00) per year or when the boots are damaged and unsafe or unwearable.

*
An Employee who self terminates prior to completing ninety (90) calendar days of employment, may be required to reimburse the Employer for the cost of the safety glasses and safety boots.

SECTION 4. The Employer shall provide cool, potable drinking water and sanitary means of drinking the water at the work location, and adequate toilet facilities which are reasonably accessible. It is the intent of this Section to provide drinking water on a daily basis, at the beginning of the shift.

SECTION 5. **ON THE JOB INJURIES:** When an Employee covered by this Agreement is injured on the job during their regular straight-time shift to the extent of being unable to work for the remainder of their shift, that Employee shall be paid their full straight-time shift at their regular rate. Their ability to work or not work shall be determined by a qualified physician or other designated representative of the Employer's medical department.

SECTION 6. **WORKERS COMPENSATION:** The Employer and the Signatory Unions to this Agreement are encouraged to develop and implement alternative dispute resolution procedures to resolve workers compensation claims disputes when and where permissible and/or legal.

ARTICLE 17

PROCESSING TIME

SECTION 1. In administering this provision, the following guidelines shall apply:

- A. Applicants will be processed through the Employer's office between the hours of 7:00 am and 5:00 pm, Monday through Friday.
- B. A job applicant engaged in training when their requisition is canceled shall be paid two (2) hours at the straight-time rate of pay, or actual time spent in training, whichever is greater.
- C. An applicant rejected as a result of a medical disqualification; they shall be paid for training time.
- D. The Employer agrees to pay applicants for all time spent in employment processing, at the straight-time rate of pay, to include up to one and one-half (1-1/2) hours each way to defray travel expenses if directed by the Employer to the NNSS, or up to five (5) hours if directed to the NTTR, unless the applicant is not able to meet the Employer's job requirements, for the job to which they were referred, or for reasons which are the applicant's own responsibility.
- E. All applicant's time must begin and end at the Labor Relations office.

SECTION 2. An applicant who is interviewed and not offered employment, shall receive two (2) hours at the straight-time rate of pay. This pay shall be mailed to their address of record or the Local Union office to the attention of the appropriate Union Representative, within two (2) weeks following the date of the rejection. This payment does not count as wages and shall not include fringe benefits or payroll deductions.

SECTION 3. Employees returning to work from an approved leave without pay or inactive payroll, shall

#8

Marathon

For Life.

PATIENT REFERRAL/CONSULT REQUEST

Date of Referral:

8/23/2019

Referral made to: Pain Management	From:
Dr. Daniel Burkhead 9920 W. Chabenne Ave Suite 110 LV NV 89129	Health Center : Laborers Health and Wellness 7135 W. Sahara Ave. LV NV 89117 Ste.100
Phone: (702) 316-2281	Clinician Name: Romeo Rosales, PA-C
Fax: (702) 316-2272	Phone : (702)-222-9355
	Fax: (702)-732-8540

Patient Information		
Name: Glenn Hiram	DOB: 10/03/62	
Address: 1841 Drifters Peak St.		
City: Las Vegas	State: NV	Zip: 89144
Phone: (702) 929-9202	Email:	

I am consulting you concerning the referenced patient for the reasons set forth below. I would appreciate if you could return a consult report and any other pertinent information to me using the contact information below. Thank you in advance for your assistance with this patient.

Dx code: _____

Reason for referral:

Moderate - Severe OA @ Hip

- ☐ Appointment scheduled with you on _____ (Date and Time)
- ☐ Patient given your office's contact information and will call to schedule.
- ☐ Please call patient to schedule an appointment.

Please notify us if the patient does not make or keep the appointment with your office.

Please fax consult notes back once patient is seen.

LWE, leave without pay – indicating medical in the misc. data section. You can take the time for the days/duration of the assignment you do not feel you can perform.

- You requested an assignment in the shop in the forward area. This assignment is currently available for ½ a day's work once a week. Management will assign this work to you as it available.

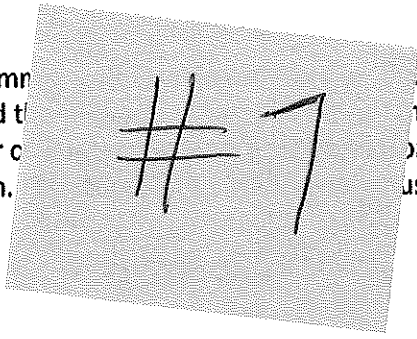
Please bring a doctor's note or something from your medical provider responding to the questions above, and the filled out medical questionnaire and provide it to Angi Wolf, on or by July 12, 2018. Once we receive this information we will reassess the accommodation requests and meet with you to determine what (if any) reasonable accommodation(s) would allow you to perform the essential functions of your job.

In the meantime, if something changes or you have any questions or concerns please reach out to me and we can continue our interactive process.

Sincerely,
Angi

Angi Wolf
Staff Relations
Mission Support and Test Services
contractor for the Nevada National Security Site
2621 Losee Road
North Las Vegas, NV 89030
Office: 702.295.3690
Fax: 702.295.2908
Email: wolfan@nv.doe.gov

This is privileged and confidential attorney-client communication and may contain privacy act information. If you have received this e-mail message and any attachments or are disclosing or using any information contained herein, you for your cooperation.



...ct and any attachments may
...ne intended recipient, you should
...om retaining, distributing,
...us delivery by return e-mail. Thank

Andrews, Taylor (CONTR)**Subject:**

FW: Hiram Glenn

Attachments:

Template Job Accommodation Questionnaire 032817 (003) (002).doc

Hello Hiram,

Thank you for taking time to engage in the ADA Interactive process with me and your supervisors. I would like to outline our discussion from June 13, 2018, regarding your accommodation requests.

To confirm, you are requesting an accommodation to limit your strenuous activity, particularly climbing, as much as possible and to be placed on the least labor intensive laborer work assignment. You have also asked to have a truck that is lower and easier to climb into, or a truck with a step/runner to help you get into the vehicle easier. We have temporarily agreed to these requests while we wait to receive additional information and can assess and review the request from you on a long term basis. Currently we have agreed to the following:

This is a temporary approval of your request to limit your strenuous activity, particularly climbing, as much as possible and to be placed on the least labor intensive laborer work assignment and to have a truck that is lower and easier to climb into, or a truck with a step/runner to help you get into the vehicle easier. In order to make longer term decisions, we will need more information and clarification from your personal physician. I am asking that you bring me a note from your physician that tells us the following:

1. The basis for the accommodation (no need to provide a diagnosis); and
2. What accommodation (if any) is being requested/recommended; and
3. What is the **estimated** time frame for this accommodation request.

I have also attached for your healthcare provider a job description for their reference.

Please have this information to us by July 12, 2018. If this time frame does not work for you, please let me know as soon as possible.

As well, please have your healthcare provider fill out the included medical questionnaire.

In the meantime, the following is temporarily agreed upon for now until we receive further clarification from your personal physician:

- In your position as laborer II you have access to and utilize a company government vehicle to go to your assigned work assignment at the NNSS. The company will make available to you a truck that is lower, or has a step/running board. Management will work with you on this and talk with you to ensure what is available will work for you.
- You will be assigned the least strenuous laborer II work assignment available, and management will work to limit your strenuous activity, particularly climbing, as much as possible. Management will assign you work assignments for the next day at the end of the previous work day, and should the assignment available to you not meet your accommodation request, the company will allow you leave as an alternative. Please designate as

3. Given the above-referenced functional limitations, please list below the specific job duties you believe the associate is unable to perform due to his/her impairment. Please identify the underlying functional restriction(s) which prevents the associate from performing the job duty, and identify the expected duration of each outlined restriction. (Attach additional sheets if necessary.)

	Job Duty	Underlying Functional Restriction(s) Impacting Job Duty	Duration Of Restriction(s)
i	Needs a vehicle with only 1 ft high step	Decreased Rom Hip due to Arthritis	Permanent
ii			
iii			
iv			

4. Are there any reasonable accommodations you would suggest that may enable the individual to overcome the functional limitations referenced above and thereby enable the individual to perform the essential duties of the position? If so, please specify the reasonable accommodation and explain the factual and medical reasons why you believe the suggested accommodation is likely to be effective in addressing the individual's functional limitations (Attach additional sheets as necessary).

needs vehicle with 1 ft high step.

Health Care Provider Signature: 

Date: 1/31/2020

PART 2 - COMPLETED BY ASSOCIATE

5. Can you perform the essential duties of the job outlined in Question 3 with a reasonable accommodation? If yes, please recommend a reasonable accommodation that would enable you to perform the job duties.

	Can You Perform The Job Duties Outlined In Question 3 With A Reasonable Accommodation?	If Yes, Please Recommend A Reasonable Accommodation
i	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	lower truck with only 1 ft high step
ii	<input type="checkbox"/> Yes <input type="checkbox"/> No	
iii	<input type="checkbox"/> Yes <input type="checkbox"/> No	
iv	<input type="checkbox"/> Yes <input type="checkbox"/> No	

Associate Name: HIRAM GLENN JR.

Associate Signature: Hiram Glenn Jr.

Date: 1-31-2020

PART 3 - COMPLETED BY HUMAN RESOURCES REPRESENTATIVE WHEN COMPLETED FORM IS RETURNED

Human Resources Representative Name: _____ Date: _____

7/13

Job Accommodation Questionnaire

Date Provided to Associate: 1-30-20 Delivered by: Email Method of Delivery: circle one
Hand Delivery ☐ FedEx/Regular Mail ☐ Email ☐

INSTRUCTIONS FOR COMPLETING THIS FORM

Associates should work with their Health Care Providers to complete this form. This form will assist the Company in determining what accommodation(s), if any, could be provided to an associate to enable them to remain at work. The Health Care Provider should complete and sign Part 1 of this form. The associate should complete and sign Part 2 of this form. Associates must return this form fully completed within 15 calendar days of receiving this form from the Company. **The completed form should be returned to the associate's Human Resources Representative. Before completing this form, both the associate and Health Care Provider should review the GINA Compliance Notice that appears immediately below.**

GINA Compliance Notice

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. "Genetic information," as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

GENERAL INFORMATION

Associate Name: Hiram Glenn Jr. Associate Position: Laborer II

Location: NNSS Area 6 in U1A Job Title: U1A Laborer II

Job Description Attached (recommended): Yes ☐ No ☒

Health Care Provider Name: Michael S Bradford, MD

Health Care Provider Business Address: 7455 W. Washington Ave. #160

Health Care Provider Phone Number: (702) 878-0393 LV NV 89128

PART 1 - COMPLETED BY HEALTH CARE PROVIDER

- Please describe the physical or mental impairment or medical condition prompting the associate's request or need for a reasonable accommodation. **Note to California Healthcare Providers: Do not answer this question.**

DTT LT Hip

- Please list any specific functional limitations resulting from the impairment identified in your response to Question 1 (including limitations resulting from medication and/or other treatment) impacting the associate's ability to perform his/her job duties (e.g., cannot bend, stand, lift, push, pull, walk, climb, etc.).

see #3

3. Given the above-referenced functional limitations, please list below the specific job duties you believe the associate is unable to perform due to his/her impairment. Please identify the underlying functional restriction(s) which prevents the associate from performing the job duty, and identify the expected duration of each outlined restriction. (Attach additional sheets if necessary.)

See Exhibit 2

	Job Duty	Underlying Functional Restriction(s)	Duration Of Restriction(s)
i	Steep Climbing of hills	#6	forever
ii	Lifting 70 lbs		forever.
iii			
iv			

4. Are there any reasonable accommodations you would suggest that may enable the individual to overcome the functional limitations referenced above and thereby enable the individual to perform the essential duties of the position? If so, please specify the reasonable accommodation and explain the factual and medical reasons why you believe the suggested accommodation is likely to be effective in addressing the individual's functional limitations (attach additional sheets as necessary).

Low truck, stroller ladder, refrain from going in ditches

Health Care Provider Signature: *[Signature]*

Date: 07/26/18

PART 2 - COMPLETED BY ASSOCIATE

5. Can you perform the essential duties of the job outlined in Question 3 with a reasonable accommodation? If yes, please recommend a reasonable accommodation that would enable you to perform the job duties.

	Can You Perform The Job Duties Outlined In Question 3 With A Reasonable Accommodation?	If Yes, Please Recommend A Reasonable Accommodation
i	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
ii	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
iii	<input type="checkbox"/> Yes <input type="checkbox"/> No	
iv	<input type="checkbox"/> Yes <input type="checkbox"/> No	

Associate Name: Hiram Glenn Jr

Associate Signature: Hiram Glenn Jr

Date: 7-26-18

PART 3 - COMPLETED BY HUMAN RESOURCES REPRESENTATIVE WHEN COMPLETED FORM IS RETURNED

Human Resources Representative Name: _____ Date: _____

Job Accommodation Questionnaire

Date Provided to Associate: _____ Delivered by: _____ Method of Delivery: circle one
 Hand Delivery FedEx/Regular Mail Email

INSTRUCTIONS FOR COMPLETING THIS FORM

Associates should work with their Health Care Providers to complete this form. This form will assist the Company in determining what accommodation(s), if any, could be provided to an associate to enable them to remain at work. The Health Care Provider should complete and sign Part 1 of this form. The associate should complete and sign Part 2 of this form. Associates must return this form fully completed within 15 calendar days of receiving this form from the Company. **The completed form should be returned to the associate's Human Resources Representative. Before completing this form, both the associate and Health Care Provider should review the GINA Compliance Notice that appears immediately below.**

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The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. "Genetic information," as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

GENERAL INFORMATION

Associate Name: HIRAM GLENN JR Associate Position: LABORER II
 Location: NNSS Job Title: LABORER CONSTRUCTION
 Job Description Attached (recommended): Yes ☒ No ☐
 Health Care Provider Name: BONE + JOINT SPECIALIST
 Health Care Provider Business Address: 12680 CRIMSON CANYON DR
 Health Care Provider Phone Number: 702-228-7355

PART 1 - COMPLETED BY HEALTH CARE PROVIDER

1. Please describe the physical or mental impairment or medical condition prompting the associate's request or need for a reasonable accommodation. **Note to California Healthcare Providers: Do not answer this question.**

Left hip osteoarthritis
Right hip post Arthro. Arthroplasty

2. Please list any specific functional limitations resulting from the impairment identified in your response to Question 1 (including limitations resulting from medication and/or other treatment) impacting the associate's ability to perform his/her job duties (e.g., cannot bend, stand, lift, push, pull, walk, climb, etc.).

Unable to climb steep hills, can't run, unable
to lift > 50 pounds, unable to reach higher
than 3 feet off ground without step or ladder
or get out of trench 1 of 2 without ladder

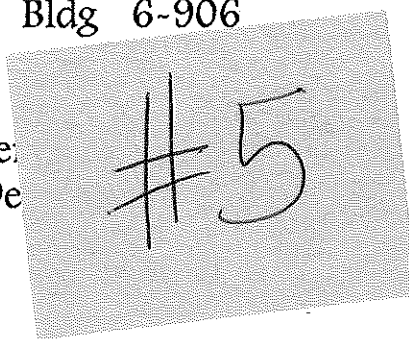
222 <V 00712 HIR 97 61222

Whitlow, Patrice (CONTR)

From: Gonzalez, Gerardo (CONTR)
Sent: Wednesday, May 08, 2019 1:21 PM
To: Whitlow, Patrice (CONTR)
Subject: RE: weekly report

Effective Monday 5/13/2019 I need you and your crew to report and end your day at building 129, there's lockers and a daily safety briefing. Also all WBT's need to be competed in building 113.

Gerardo Gonzalez
 Labor II General Foreman
 Office 702-295-3754 Bldg 6-906
 Cell 702-488-1836
GonzalG@nv.doe.gov
 Mission Support And Test Se
 Contractor To The United De



From: Whitlow, Patrice (CONTR) <WhitloP@nv.doe.gov>
Sent: Tuesday, May 07, 2019 5:02 PM
To: Gonzalez, Gerardo (CONTR) <GonzalG@nv.doe.gov>
Subject: weekly report

5-6-19 went to see Nicki Burns for Q briefing from 10:00 to 11:30. Worked on fire house outside. Left at 3:00 for appointment

5-7-19 worked outside fire house demo and inside taking demo stuff to the dumpster

Thanks and have a great day! ☺ ☺

22

Whitlow, Patrice (CONTR)

From: Gonzalez, Gerardo (CONTR)
Sent: Wednesday, May 08, 2019 11:30 AM
To: Whitlow, Patrice (CONTR)
Subject: RE: Weekly Update

Thanks Patrice, just so you know after reviewing the work package with Katie and talking with Mike. You don't get respirator pay until we start the actual abatement.

Thanks and have a great day

Gerardo Gonzalez
Labor II General Foreman
Office 702-295-3754 Bldg 6-906
Cell 702-488-1836
GonzalG@nv.doe.gov
Mission Support And Test Services
Contractor To The United Department Of Energy



From: Whitlow, Patrice (CONTR) <WhitloP@nv.doe.gov>
Sent: Thursday, May 02, 2019 4:19 PM
To: Gonzalez, Gerardo (CONTR) <GonzalG@nv.doe.gov>
Subject: Weekly Update

Monday, April 29

We suited up and removed ceiling tiles and light ballasts from the fire station building.

Tuesday, April 30

I went to Beyond Zero training in the morning. The crew worked on the outside of the building and demoed the inside.

Wednesday, May 1

We worked again on the outside of the building and demoed the inside.

Thursday, May 2

We worked again on the outside of the building and demoed the inside.

Thanks and have a great weekend! ☺

222 <U00712 HIRAM OKAY

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Thursday, June 13, 2019 4:45 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

6-13-19 Hiram, Jerry, and I worked on cutting the pipe.

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Wednesday, June 12, 2019 4:27 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

6-12-19 Hiram and I worked in the firehouse doing tile clean up. Nigel and Jerry cut pipe until after lunch.

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Tuesday, June 11, 2019 4:30 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

6-11-19 Hiram work with me in the firehouse Nigel and Jerry cut pipe.

222 CV 00712 HIRAM GLENN

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Monday, June 10, 2019 4:52 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

5-10-19 Hiram Nigel and Jerry worked with me at the firehouse doing tile at 1:30 we stacked liners in dorms.

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Thursday, June 06, 2019 4:52 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

6-6-19 Hiram, Jerry and Nigel worked with me at the firehouse all day.

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Wednesday, June 05, 2019 4:49 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

Nigel worked with me at the firehouse doing tile. Jerry and Hiram cut pipe until 3:00pm and then they did tile. 6-5-19

222 CV 00412 HIRAM GLEN

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Tuesday, June 04, 2019 4:49 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

6-4-19 Nigel worked with me in the firehouse doing tile and Hiram and Jerry cut pipe all day.

222 CV 00412 HIRAM STENN

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Monday, June 03, 2019 4:45 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

6-3-19 Hiram, Jerry and Nigel worked with me at the firehouse this morning doing tile and at 9:30 Jerry and Hiram went to cut pipe.

222 CV 00112 Hiram Gonzalez

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Thursday, May 30, 2019 4:42 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

5-30-19 Hiram, Jerry and Nigel worked with me at the firehouse this morning doing tile and after lunch Jerry and Hiram went to cut pipes with Mark.

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Wednesday, May 29, 2019 4:49 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

5-29-19 We scraped and cleaned floors today. Hiram helped with scraping and cleaning floors until about 9:30 and then cut pipe with Jerry .

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Tuesday, May 28, 2019 4:24 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

5-28-19 We did tile work in the fire house, Jerry also cut up asbestos pipe with mark for about 5 hours. We wore mask and suits.

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Thursday, May 23, 2019 4:29 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

We cut and wrapped asbestos pipe with Mark, we also did tile work in the fire house. We wore mask and suits.5-23-19

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Wednesday, May 22, 2019 4:42 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

5-22-19 We cut up asbestos pipe for Mark ,we also did tile in the fire house . We wore our mask and sutits .

2 2 2 < v 00712 H R B W G L E N N

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Tuesday, May 21, 2019 4:51 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

5-21-19 Jerry cut pipe with Mark for 3 hours ,we also pulled up tile in fire house we wore mask and suits.

222 cv 00712 HHHH OKHH

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Monday, May 20, 2019 4:55 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

5-20-19 we cut asbestos pipe with Mark , we also did tile work in firestation. We wore our respirators today while working with these hazardous materials.

222 CV 00712 HIRSH G/EN

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Thursday, May 16, 2019 4:17 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

5-16-19 we pulled up carpet ,loaded up the dumpster and cut pipe with Mark (mass and haszardous pay)

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Wednesday, May 15, 2019 4:44 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

5-15-19 we pulled up carpet and put up signs and plastic. We wore respirators and worked with hazardous materials.

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Tuesday, May 14, 2019 5:04 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

5-14-19 We put up plastic on the windows, doors, and vents and put stuff in the dumpster. We wore respirators all day.

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Monday, May 13, 2019 4:41 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

5-13-19 we demoed in the inside of the fire house and loaded up the dumpster

222 CV 00712 HIRSH GLENN

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Thursday, May 09, 2019 5:02 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

We finished demo on the trailer outside and worked inside on 5-9-19

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Wednesday, May 08, 2019 4:58 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

5-8-19 We demoed the building outside and did some cleanup

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Tuesday, May 07, 2019 5:01 PM
To: Gonzalez, Gerardo (CONTR)
Subject: weekly report

5-6-19 went to see Nicki Burns for Q briefing from 10:00 to 11:30. Worked on fire house outside. Left at 3:00 for appointment

5-7-19 worked outside fire house demo and inside taking demo stuff to the dumpster

Thanks and have a great day! ☺ ☺

Whitlow, Patrice (CONTR)

From: Whitlow, Patrice (CONTR)
Sent: Thursday, May 02, 2019 4:19 PM
To: Gonzalez, Gerardo (CONTR)
Subject: Weekly Update

Monday, April 29

We suited up and removed ceiling tiles and light ballasts from the fire station building.

Tuesday, April 30

I went to Beyond Zero training in the morning. The crew worked on the outside of the building and demoed the inside.

Wednesday, May 1

We worked again on the outside of the building and demoed the inside.

Thursday, May 2

We worked again on the outside of the building and demoed the inside.

Thanks and have a great weekend! ☺

222 CV 00712 HIRSHWITZ

15. Any factual finding more properly a conclusion of law and vice versa shall so be deemed.

II.

CONCLUSIONS OF LAW

1. Claimant must show his injuries arose out of and in the course of employment to have a compensable claim. NRS 616C.150. In order for an injury to arise out of and in the course of employment, Claimant must establish causation. It is not enough to suffer an injury at work but instead an employee must establish a link between workplace conditions and how those conditions caused the injury. Rio Suite Hotel and Casino v. Gorsky, 113 Nev. 600, 605, 939 P.2d 1043 (1997), Mitchell v. Clark County School District, 121 Nev., 179, 182, 11 P.3d 1104 (2005). The injury must be caused by some risk involved within the scope of employment. Gorsky, 113 Nev. at 604, 939 P.2d at 1046. Under Rio All Suite Hotel and Casino v. Phillips, 126 Nev. 346, 351-353, 240 P.3d 2 (2010), injuries arising from employment related risks are compensable under workers' compensation, purely personal risks are not compensable and neutral risks may be compensable if Claimant satisfies the increased risk test. Phillips at 351-353. As set forth above, the credible and persuasive reporting of Dr. Shannon establishes that Claimant has failed to meet his burden to establish a compensable claim.

2. Causation cannot be based solely upon possibilities. United Exposition serv. Co. v. State Indus. Ins. Sys., 109 Nev. 421, 425, 851 P.2d 423 (1993), which established, "an award of compensation cannot be based solely upon possibilities and speculative testimony. A testifying physician must state to a reasonable degree of medical probability that the condition in question was caused by the industrial injury, or sufficient facts must be shown so the trier of fact can make the reasonable conclusion that the condition was caused by the industrial injury."

222 CV 00712 HIRSH G/ENW

1 Shannon also noted pre-existing hip and groin conditions. As noted above, Dr. Shannon provided
2 the most persuasive reporting as she was able to review medical reporting and diagnostic test
3 results unavailable to other doctors. Upon reviewing additional medical reports, in her February
4 21, 2022, addendum, Dr. Shannon found that Claimant had pre-existing left hip osteoarthritis.
5 She further noted Claimant had pain going back at least 10 years to the time of his right hip
6 arthroplasty surgery. Dr. Shannon found no significant difference between the 2013 CT scan
7 results and the radio graphic pictures from 2019, and opined that there were similar arthritic
8 levels in 2013 and 2019, and that Claimant's hip condition appears to be the natural progression of
9 his pre-existing condition based on diagnostic testing results. She also found no industrial
10 aggravation, precipitation or acceleration of the pre-existing hip condition. She noted that on
11 October 4, 2019, just days prior to Claimant's alleged industrial injury, Dr. Wu diagnosed
12 unilateral primary osteoarthritis of the left hip and chronic pain syndrome consistent with
13 Claimant's history of progressive hip deterioration over a 10 year span. Dr. Shannon further
14 found no substantial industrial contributing cause to Claimant's left hip condition. For these
15 reasons, Claimant did not satisfy his burden under NRS 616C.175 and claim denial is proper.

18 5. Claimant did not present evidence sufficient to show an accident and injury
19 as required by statute. As claimant felt chronic hip and groin pain as recent as October 4, 2019,
20 prior to the October 17, 2019, alleged date of injury, it remains unclear if Claimant did, in fact,
21 suffer an accident and injury as defined by statute. It is unclear whether Claimant's described
22 symptoms of a tweak in the left hip and groin area when he was performing a "walking motion"
23 with the heavy generator to move it to the front of his truck bed or the a straining feeling when
24 removing a 20-gallon garbage bag filled with magazine and loose leaf items from within a blue
25 trash can was due to an accident as defined under NRS 616c.030 or was a continuation of
26 chronic hip and groin pain as reported to Dr. Wu. As such, Claimant did not present sufficient
27
28

222 CV 00712 HIRAN GLENW

III.

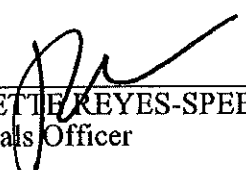
DECISION AND ORDER

WHEREFORE, IT IS ORDERED ADJUDGED AND DECREED

1. That the January 31, 2020, order affirming the claim denial determination of October 30, 2021, is hereby AFFIRMED.

IT SO ORDERED.

DATED this 25 day of August, 2022.


JANETTE REYES-SPEER, ESQ.,
Appeals Officer

Submitted by:

LEWIS BRISBOISBRISGAARD & SMITH LLP

By:

KEVIN L JOHNSON, ESQ.
Nevada Bar No. 002729
2300 W. Sahara Ave., Ste. 900, Box 28
Las Vegas, NV 89102
Tel.: (702) 893-3383
Fax: (702) 366-9563
Attorneys for the Insurer and Employer

NOTICE: Pursuant to NRS 616C.370 and NRS 233B.130, should any party desire to appeal this final decision of the Appeal Officer; a Petition for Judicial Review must be filed with the District Court within thirty (30) days after service by mail of this decision.

222 CV 00712 HIRAN GLENN

CERTIFICATE OF MAILING

The undersigned, an employee of the State of Nevada, Department of Administration, Hearings Division, does hereby certify that, on the date shown below, a true and correct copy of the foregoing **DECISION AND ORDER** was duly mailed, postage prepaid **OR** placed in the appropriate addressee runner file maintained by the Hearings Division, 1050 E. Williams Street, Carson City, Nevada, to the following:

HIRAM GLENN JR.
1841 DRIFTERS PEAK ST.
LAS VEGAS, NV 89144

KATIA SPATARO ESQ
NEVADA ATTORNEY FOR INJURED WORKERS
2200 SOUTH RANCHO DRIVE SUITE 230
LAS VEGAS NV 89102-4413

MISSION SUPPORT & TEST SERVICES
NLV 019
P.O. BO 98521
LAS VEGAS, NV 89193-8521

LIBERTY MUTUAL
ATTN: SHELLY LERITZ
PO BOX 95577
LAS VEGAS NV 89193

DATED this 25 day of August, 2022.

An employee of the State of Nevada

CONTAINS PRIVACY ACT INFORMATION

My signature below indicates that I have read, and been informed of, the information provided to me in Memorandum Number M262-SP-17-0222, dated September 5, 2017.

Hiram Glenn Jr.

Date

CONTAINS PRIVACY ACT INFORMATION

CONTAINS PRIVACY ACT INFORMATION

M262-SP-17-0222
 ADM 16.1.5.B
 Hiram Glenn Jr.
 Page 2 of 3
 September 5, 2017

Table 1. Sound Level Measurements of Typical Work Activities, Area 1, U1a Complex

Survey Date	Location	Activity / Equipment	Noise Level (dBA)
12/20/16	Outdoors	Pot-holer spray nozzle (w/wand), fan spray pattern. The hose was connected to a FX60 hydraulic tank with water	86 – 92
12/20/16	Outdoors	FX60 hydraulic tank, at control panel	90
12/20/17	Outdoors	FX60 hydraulic tank, at front of motor	92
12/20/17	Outdoors	Pot-holer spray nozzle, shower/circular spray pattern. The hose was connected to a FX60 hydraulic tank with water	88 – 90
02/07/17	Outdoors	Mikasa compactor/tamper, model MT-65HA (Jumping Jack)	90 – 96
02/07/17	Outdoors	Mikasa compactor/tamper, model MVC-88VGHW (Plate Wacker)	91 – 96

Table 2. 8-hour Noise Exposure Equivalent from Typical Work Activities

Work Location	Major Activity	Exposure Duration	Calculated 8-hr TWA (dBA)
U1a Complex, outdoors	Pot-holing activity	Approximately 4 to 5 hours per day	84 – 92
U1a Complex, outdoors	Ground compaction	Approximately 1 to 3 hours per day	85 – 94

DISCUSSION OF RESULTS

The 8-hr TWAs in Table 2 represent your exposure to noise while operating a pot-holing spray wand/nozzle during a pot-holing activity and the operation of a compactor/tamper during a ground compaction activity. These activities are presumed to be representative of your current expected noise exposures. However, it is not practical to suggest that the above conditions would represent all potential noise exposures during these activities, nor is it all-inclusive of your past exposure. The above previous exposures to workplace noise exceeded the NSTec PEL of 85 dBA. You must continue to wear hearing protection when operating or in the proximity of hazardous-noise producing equipment.

Howard Leight Max-1 earplugs and QM24+ earmuffs are available for your use. The manufacturer's noise reduction ratings for these types of earplugs and earmuffs are 33, 25 and 26 dB, respectively. The earplugs and/earmuffs are appropriate for the types and levels of workplace noise encountered during this assessment and, if worn properly, will

CONTAINS PRIVACY ACT INFORMATION

National Security Technologies LLC
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CONTAINS PRIVACY ACT INFORMATION

Interoffice Memorandum

To: Hiram Glenn Jr., NNSS-405

From: S. M. Prothro *Stephanie M. Prothro*
Safety and Industrial Hygiene, 5-1887

Date: September 5, 2017

No.: M262-SP-17-0222
ADM 16.1.5.B

Subject: PERSONAL NOTIFICATION OF STANDARD THRESHOLD SHIFT (STS) INVESTIGATION AND WORK-RELATED NOISE EXPOSURE ASSESSMENT RESULTS

The Occupational Safety and Health Administration standard 29 CFR 1910.95, Occupational Noise Exposure, and National Security Technologies, LLC (NSTec) Company Directive CD-P450.003, Hearing Conservation Program, require Industrial Hygiene (IH) to perform an investigation following a physician's notice of an employee STS results. On May 9, 2017, IH initiated an STS investigation by interviewing you at Area 6, Building 906, at the Nevada National Security Site (NNSS). You have been employed at the NNSS with NSTec for approximately one year (beginning in 2016). Before working at the NNSS, you worked as a Laborer for multiple companies in Las Vegas, Nevada and Copper Mountain, Colorado. You currently serve as a Laborer II. You stated that you began wearing hearing protection in 1995, and that your noisy hobbies outside the workplace include going to concerts.

TESTING METHOD AND RESULTS

IH normally uses three methods to investigate work-related noise exposures: 1) noise dosimetry; 2) sound level measurements of potentially hazardous noise sources/activities; and 3) personnel interviews and observations. Depending on the situation, one or more methods can be used during an STS investigation. IH was not able to conduct sound level measurements of your potential hazardous noise sources/activities, and it was determined that an interview/observation (review of previous sound level measurements and noise dosimetry at the same workplace) was the best approach to determine your routine noise exposures.

IH used previous sound level measurements of hazardous noise-producing equipment recorded on December 20, 2016, and February 7, 2017, as the documented sources of noise exposure performed by a typical Laborer II. The noise measurements were conducted using calibrated Quest sound level meters (SLMs) models 2100 and 2400. The SLMs measured sound level readings in decibels on the A-weighted scale (dBA) using the slow response. The 8-hour time-weighted average (8-hr TWA) noise exposures were obtained from previous noise dosimetry surveys in 2016 and 2017 as referenced above. The NSTec Permissible Exposure Limit (PEL) for occupational exposure to noise is 85 dBA for 8 hours. The sound levels produced by some typical work activities/equipment and calculated 8-hr TWAs are shown in Tables 1 and 2 below.

CONTAINS PRIVACY ACT INFORMATION

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S740-SP-18-0239
ADM 16.1.5.B
Hiram Glenn
Page 2 of 2
July 2, 2019

DISCUSSION OF AIR MONITORING RESULTS

Laboratory analysis indicates that airborne concentrations of asbestos did not exceed the Occupational Exposure Limit (OEL).

CONTROLS

Engineering Controls

The asbestos abatement included wet methods and double-wrapped bags.

Administrative Controls

Administrative controls for the asbestos abatement includes a demarcated regulated area, pre-job briefing, and asbestos worker training.

Personal Protective Equipment (PPE)

PPE worn during these work activities included Tyvek with booties, hard hats (as needed), safety shoes, full-face powered air purifying respirator (PAPR) with P-100 filters. PAPRs have an Occupational Safety and Health Protection factor of 1,000. The air monitoring results above do not take respiratory protection into consideration.

CONCLUSION

Based on IH review of the operation, the controls utilized during the activities described above were adequately protective of employee.

Please sign the statement enclosed with this memo. By signing, you indicate that you have read, and been informed of, the information provided herein. Return the signed statement to IH (last page only) within five working days at mail stop NNSS-918. Feel free to make a copy of the statement for your personal records.

If you have any questions, please contact Katie Martin at 5-4854.

KVM:clc

Enclosure: as stated

cc: Medical Director, w/o enc., NNSS-276
IH Files, w/enc.

CONTAINS PRIVACY ACT INFORMATION



CONTAINS PRIVACY ACT INFORMATION

INTEROFFICE MEMORANDUM

To: Hiram Glenn, NNSS-405 **Date:** July 2, 2019

From: S. M. Prothro Stephanie M. Prothro Digitally signed by Stephanie M. Prothro Date: 2019.07.03 08:28:16 -0700 **No.:** S740-SP-18-0239
Occupational Safety and Industrial Hygiene ADM 16.1.5.B

Subject: **PERSONAL NOTIFICATION OF AIR MONITORING RESULTS FOR ASBESTOS: AREA 23, BUILDING 425 OLD FIRE STATION NO. 1, ASBESTOS ABATEMENT**

On May 29, 2019, staff from Industrial Hygiene (IH) conducted air monitoring for the asbestos abatement operations that occurred at the subject location. Personal air monitoring in the breathing zone was conducted while you and another worker were abating the floor tile in the facility. This work was performed indoors. The purpose of this sampling was to determine the extent of employee exposure to asbestos.

POTENTIAL HEALTH HAZARDS

Asbestos is an inhalation hazard that can affect the respiratory tract and cause lung diseases such as asbestosis and lung cancer.

AIR MONITORING RESULTS AND STANDARDS

The samples were analyzed by Maxxam Analytics, an American Industrial Hygiene Association (AIHA) accredited laboratory, using Phase Contrast Microscopy (PCM). The analytical results are evaluated against the 2018 American Conference of Governmental Industrial Hygienists (ACGIH) Threshold Limit Values (TLVs) for asbestos. The 8-hour Time Weighted Average (8-hr TWA) sample results are reported in Table 1.

**Table 1. Asbestos Air Monitoring Results
Area 23, Building 425, Old Fire Station No. 1**

Date	IH Sample Number	Job Title	Activity	8-hr TWA asbestos, fibers/cc
			2018 ACGIH TLV	0.1
5/29/2019	IH-19-0891	Laborer II	Floor Tile Abatement/Bagging Materials	0.0032

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S740-SP-19-0151
ADM 16.1.5.B
Hiram Glenn Jr.
Page 2 of 2
February 25, 2019

DISCUSSION OF AIR MONITORING RESULTS

Laboratory analysis indicates that airborne concentrations of asbestos did not exceed the ACGIH TLV.

CONTROLS

Engineering Controls

The asbestos abatement included the use of wet methods and double-wrapped bags.

Administrative Controls

Administrative controls for the asbestos abatement include a demarcated regulated area, pre-job briefing, and asbestos worker training.

Personal Protective Equipment (PPE)

PPE worn during these work activities included Tyvek disposable suits with booties, hard hats (as needed), safety shoes, and a full-face air purifying respirator (APR) with P-100 filters. Full-face APRs have an Occupational Safety and Health Administration (OSHA) assigned protection factor of 50. The air monitoring results above do not take respiratory protection into consideration.

CONCLUSION

Based on IH review of the air sampling results, the controls utilized during the activities described above were adequately protective of employees.

Please sign the statement enclosed with this memo. By signing, you indicate that you have read, and been informed of, the information provided herein. Return the signed statement to IH (last page only) within five working days at mail stop NNSS-918. Feel free to make a copy of the statement for your personal records.

If you have any questions, please contact Katie Martin at 5-4854.

KVM:clc

Enclosure: as stated

cc: Medical Director, w/o enc., NNSS-276
IH Files, w/enc.

CONTAINS PRIVACY ACT INFORMATION

222 CV 00712 HIRAM GLENN



CONTAINS PRIVACY ACT INFORMATION

INTEROFFICE MEMORANDUM

To: Hiram Glenn Jr., NNSS-405 Date: February 25, 2019

From: S. M. Prothro *Stephanie M. Prothro* No.: S740-SP-19-0151
Occupational Safety and Industrial Hygiene ADM 16.1.5.B

Subject: **PERSONAL NOTIFICATION OF AIR MONITORING RESULTS FOR ASBESTOS: AREA 23, BUILDING D DORMITORY, ASBESTOS ABATEMENT**

On January 28, 2019, staff from Industrial Hygiene (IH) conducted air monitoring for the asbestos abatement operations that occurred at the subject location. Personal air monitoring in the breathing zone was conducted while you and three other workers were abating dormitory floor tiles. This work was performed indoors. The purpose of this sampling was to determine the extent of employee exposure to asbestos.

POTENTIAL HEALTH HAZARDS

Asbestos is an inhalation hazard that can affect the respiratory tract and cause lung diseases such as asbestosis and lung cancer.

AIR MONITORING RESULTS AND STANDARDS

The samples were analyzed by Maxxam Analytics, an American Industrial Hygiene Association (AIHA) accredited laboratory, using Phase Contrast Microscopy (PCM). The analytical results are evaluated against the 2018 American Conference of Governmental Industrial Hygienists (ACGIH) Threshold Limit Value (TLV) for asbestos. The 8-hour Time Weighted Average (8-hr TWA) sample results in fibers per cubic centimeter of air (f/cc) are reported in Table 1 below.

Table 1. Asbestos Air Monitoring Results: Dormitory D Floor Tile Removal

Date	IH Sample Number	Job Title	Activity	8-hr TWA f/cc
			2018 ACGIH TLV	0.1
1/28/2019	IH-19-0137	Laborer II	Floor tile removal	0.012

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S740-SP-19-0118
ADM 16.1.5.B
Hiram Glenn
Page 2 of 2
January 30, 2019

DISCUSSION OF AIR MONITORING RESULTS

Laboratory analysis indicates that airborne concentrations of asbestos did not exceed the Occupational Exposure Limit (OEL).

CONTROLS

Engineering Controls

The asbestos abatement included wet methods and double-wrapped bags.

Administrative Controls

Administrative controls for the asbestos abatement includes a demarcated regulated area, pre-job briefing, and asbestos worker training.

Personal Protective Equipment (PPE)

PPE worn during these work activities included Tyvek with booties, hard hats (as needed), safety shoes, full-face air purifying respirator (APR) with P-100 filters. APRs have an Occupational Safety and Health Protection factor of 50. The air monitoring results above do not take respiratory protection into consideration.

CONCLUSION

Based on IH review of the incident, the controls utilized during the activities described above were adequately protective of employee.

Please sign the statement enclosed with this memo. By signing, you indicate that you have read, and been informed of, the information provided herein. Return the signed statement to IH (last page only) within five working days at mail stop NNSS-918. Feel free to make a copy of the statement for your personal records.

If you have any questions, please contact Katie Martin at 5-4854.

KVM:clc
Enclosure: as stated

cc: Medical Director, w/o enc., NNSS-276
IH Files, w/enc

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INTEROFFICE MEMORANDUM

To: Hiram Glenn Jr., NNSS-405

Date: January 30, 2019

From: S. M. Prothro Stephanie M. Prothro
Occupational Safety and Industrial Hygiene

Digitally signed by Stephanie M. Prothro
Date: 2019.01.31 15:38:53 -0800

No.: S740-SP-19-0118
ADM 16.1.5.B

Subject: **PERSONAL NOTIFICATION OF AIR MONITORING RESULTS FOR ASBESTOS: AREA 23, BUILDING C DORMITORY, ASBESTOS ABATEMENT**

On January 3, 2019, staff from Industrial Hygiene (IH) conducted air monitoring for the asbestos abatement operations that occurred at the subject location. Personal air monitoring in the breathing zone was conducted while you and two other workers were abating dormitory carpet. This work was performed indoors. The purpose of this sampling was to determine the extent of employee exposure to asbestos.

POTENTIAL HEALTH HAZARDS

Asbestos is an inhalation hazard that can affect the respiratory tract and cause lung diseases such as asbestosis and lung cancer.

AIR MONITORING RESULTS AND STANDARDS

The samples were analyzed by Maxxam Analytics, an American Industrial Hygiene Association (AIHA) accredited laboratory, using Phase Contrast Microscopy (PCM). The analytical results are evaluated against the 2018 American Conference of Governmental Industrial Hygienists (ACGIH) Threshold Limit Values (TLVs) for asbestos. The 8-hour Time Weighted Average (8-hr TWA) sample results are reported in Table 1 below.

Table 1. Asbestos Air Monitoring Results

Date	IH Sample Number	Job Title	Activity	8-hr TWA asbestos, fibers/cc
			2018 ACGIH TLV	0.1
1/3/2019	IH-19-0003	Laborer II	C Dormitory Carpet Removal	0.0036

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222 CV 00712 HIRAM GLENN

CONTAINS PRIVACY ACT INFORMATION

M262-SP-18-0039
ADM 16.1.5.B
Hiram Glenn, Jr.
Page 2 of 2
November 20, 2017

CONCLUSION

Based on IH review of the air monitoring data, the work procedures and controls used were adequately protective of employees. Please sign the statement enclosed with this memo. By signing, you indicate that you have read, and been informed of, the information provided herein. Return the signed statement to IH (last page only) within five working days at mail stop NNSS-918. Feel free to make a copy of the statement for your personal records.

If you have any questions, please contact David Chan at 5-6096.

WDC:dlc

Enclosure: as stated

cc: Medical Director, w/o enc., NNSS-276
IH Files, w/enc.

CONTAINS PRIVACY ACT INFORMATION

CONTAINS PRIVACY ACT INFORMATION

Interoffice Memorandum

To: Hiram Glenn, Jr., NNSS-405 Date: November 20, 2017

From: S. M. Prothro *Stephanie M. Prothro* No.: M262-SP-18-0039
Safety and Industrial Hygiene ADM 16.1.5.B

Subject: **PERSONAL NOTIFICATION OF ASBESTOS AIR MONITORING RESULTS:
AREA 6, CONSTRUCTION YARD**

On October 24, 2017, staff from Industrial Hygiene (IH) conducted air monitoring for asbestos at the subject location. Personal air monitoring in the breathing zone was conducted while you were removing pipe elbow insulation from the cabling rig U2ez (Camelback) using the glove bag method.

POTENTIAL HAZARDS AND PERSONAL PROTECTIVE EQUIPMENT (PPE)

Asbestos is an inhalation hazard that can cause asbestosis, lung cancer, and mesothelioma. PPE worn by you during this monitoring consisted of a disposable suit with hood, booties, gloves, safety glasses, and a full-face air purifying respirator (APR) with P-100 filtration. The Occupational Safety and Health Administration (OSHA) assigned protection factor for full-face APRs is 50.

AIR MONITORING RESULTS

The laboratory analytical result was received from Maxxam Analytics, an American Industrial Hygiene Association accredited IH Laboratory. The sample was analyzed using phase contrast microscopy by National Institute for Occupational Safety and Health Method 7400. The analytical result is evaluated against the OSHA Permissible Exposure Limit (PEL) and Action Level (AL) for airborne asbestos fibers. The calculated 8-hour Time Weighted Average (8-hr TWA) sample result based on the laboratory result, in fibers per cubic centimeter of air (f/cc), is reported in Table 1 below.

Table 1. Area 6, Construction Yard Asbestos Air Sampling Results

IH Sample Number	Sample Location, Activity	8-hr TWA Asbestos (f/cc)
	OSHA PEL	0.1
IH-17-0753	Removal of insulation on nine pipe elbows	0.011

DISCUSSION OF AIR MONITORING RESULTS

The laboratory analysis results indicate that the reported 8-hr TWA concentration did not exceed the current occupational exposure limit for asbestos as noted in the table above.

CONTAINS PRIVACY ACT INFORMATION

S740-SP-18-0238
ADM 16.1.5.B
Hiram Glenn Jr
Page 3 of 3
July 17, 2018

If you have any questions, please contact David Chan at 5-6096.

DC:dlc

Enclosure: as stated

cc: Medical Director, w/o enc., NNSS-276
IH Files, w/enc.

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S740-SP-18-0238
 ADM 16.1.5.B
 Hiram Glenn Jr
 Page 2 of 2
 July 17, 2018

**Table #1. Area 6 CP Hill Potholing
 Respirable Dust and Crystalline Silica Air Sampling Results**

IH Sample Number	Activity	8-hr TWA Respirable Dust, mg/m ³	8-hr TWA Crystalline Silica ¹ , mg/m ³
		2017 ACGIH TLV	
IH-18-0745	Potholing at CP Hill area	<0.1	<0.005

¹As defined by 2017 ACGIH TLV (Quartz + Cristoballite)

DISCUSSION OF AIR MONITORING RESULTS

Laboratory analysis indicates that airborne concentrations of respirable dust and crystalline silica did not exceed the ACGIH TLV.

CONTROLS IN PLACE DURING MONITORING

- **Engineering Controls**

Control of air borne dusts generated during potholing was mainly done with the vacuum system generated from the hydrovac truck. In addition, the method of loosening dirt from the ground using high pressure water kept the dirt moist and potentially encapsulated most dust being airborne.

- **Administrative Controls**

Pre Job safety briefing.

- **Personal Protective Equipment (PPE)**

Potholing PPE included, steel toe shoes, ear plugs with a noise reduction rating of 33, a half-face air-purifying respirator with P-100 filters and a full body Tyvek suit.

CONCLUSION

Based on IH review of the air monitoring data, the work procedures and controls used were adequately protective of employees against respirable dust and crystalline silica. Please sign the statement enclosed with this memo. By signing, you indicate that you have read, and been informed of, the information provided herein. Return the signed statement to IH (last page only) within five working days at mail stop NNSS-918. Feel free to make a copy of the statement for your personal records.

CONTAINS PRIVACY ACT INFORMATION

S740-SP-18-0179
 ADM 16.1.5.B
 Hiram Glenn, Jr.
 Page 2 of 2
 May 8, 2018

**Table #1. Area 6 Well 3 Batch Plant, Emptying Silica Flour Bags
 Respirable Dust and Crystalline Silica Air Sampling Results**

IH Sample Number	Activity	8-hr TWA Respirable Dust, mg/m ³	8-hr TWA Crystalline Silica ¹ , mg/m ³
		3.0	0.025
IH-18-0457	Emptying silica flour bags	0.230	0.198

¹As defined by 2017 ACGIH TLV (Quartz + Cristobalite)

DISCUSSION OF AIR MONITORING RESULTS

Laboratory analysis indicates that airborne concentrations of respirable dust did not exceed the ACGIH TLV. However the crystalline silica exceeded the ACGIH TLVs.

CONCLUSION

Based on IH review of the air monitoring data, the work procedures and controls used were not adequately protective of employees against crystalline silica. However, with the protection from the use of the PAPR, the protection was adequate. Please sign the statement enclosed with this memo. By signing, you indicate that you have read, and been informed of, the information provided herein. Return the signed statement to IH (last page only) within five working days at mail stop NNSS-918. Feel free to make a copy of the statement for your personal records.

If you have any questions, please contact David Chan at 5-6096.

DC:dlc

Enclosure: as stated

cc: Medical Director, w/o enc., NNSS-276
 IH Files, w/enc.

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CONTAINS PRIVACY ACT INFORMATION

INTEROFFICE MEMORANDUM

To: Hiram Glenn Jr, NNSS-405

Date: July 17, 2018

From: S. M. Prothro *Stephanie M. Prothro*
Occupational Safety and Industrial Hygiene

No.: S740-SP-18-0238
ADM 16.1.5.B

Subject: **PERSONAL NOTIFICATION OF AIR MONITORING RESULTS FOR RESPIRABLE DUST AND CRYSTALLINE SILICA: AREA 6 CP HILL, POTHOLING**

On June 26, 2018, staff from Industrial Hygiene (IH) conducted air monitoring for respirable dust and crystalline silica at the subject location. Personal air monitoring in the breathing zone was conducted while you and another worker were performing potholing at the CP Hill area. The purpose of the sampling was to determine the extent of employee exposure to respirable dust and crystalline silica.

POTENTIAL HEALTH HAZARDS AND PERSONAL PROTECTIVE EQUIPMENT (PPE)

Respirable dust and crystalline silica are inhalation hazards that can affect the respiratory tract and cause lung diseases such as silicosis and lung cancer.

AIR MONITORING RESULTS AND STANDARDS

The samples were analyzed by Maxxam Analytics, an American Industrial Hygiene Association accredited Laboratory, using National Institute for Occupational Safety and Health Method 0600 for respirable dust and method 7500 for crystalline silica. The analytical results are evaluated against the 2017 American Conference of Governmental Industrial Hygienists (ACGIH) Threshold Limit Values (TLVs) for respirable dust and crystalline silica. The calculated 8-hour Time Weighted Average (8-hr TWA) sample results are reported in Table 1 below.

CONTAINS PRIVACY ACT INFORMATION

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S740-SP-18-0187
ADM 16.1.5.B
Hiram Glenn, Jr.
Page 2 of 2
May 14, 2018

CONCLUSION

The results indicate that the airborne concentration of respirable dust and silica were below the Occupational Exposure Limit. This data shows that the engineering and work practice controls used during this evaluation were effective in keeping the airborne respirable dust and silica concentrations under control.

Please sign the statement enclosed with this memo. By signing, you indicate that you have read, and been informed of, the information provided herein. Return the signed statement to IH (last page only) within five working days at mail stop NNSS-918. Feel free to make a copy of the statement for your personal records.

If you have any questions, please contact Andrew Colby at 5-0508.

AEC:dlc

Enclosure: as stated

cc: Medical Director, w/o enc., NNSS-276
IH Files, w/enc.

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INTEROFFICE MEMORANDUM

CONTAINS PRIVACY ACT INFORMATION

To: Hiram Glenn, Jr., NNSS-405

Date: May 14, 2018

From: S. M. Prothro *Stephanie M. Prothro*
Occupational Safety and Industrial Hygiene

No.: S740-SP-18-0187
ADM 16.1.5.B

Subject: **PERSONAL NOTIFICATION OF RESPIRABLE DUST AND CRYSTALLINE SILICA AIR MONITORING RESULTS: AREA 5, POTHOLING**

On April 18, 2018, Industrial Hygiene (IH) conducted breathing zone air monitoring at the subject location, while you were potholing. The purpose of the monitoring was to determine the extent of employee exposure to respirable dust and crystalline silica and to evaluate the effectiveness of existing work controls to minimize potential exposure.

POTENTIAL HAZARDS AND PERSONAL PROTECTIVE EQUIPMENT (PPE)

Respirable dust and silica are inhalation hazards that can affect the respiratory tract and cause lung diseases such as silicosis and lung cancer. PPE worn by you during this activity consisted of, steel toed shoes, gloves, safety glasses, hard hat, Tyvek suit, and a half-face air-purifying respirator (APR) with high-efficiency particulate air/P-100 filtration. The Occupational Safety and Health Administration assigned protection factor for half-face APRs is 10. Engineering controls included wet methods.

AIR MONITORING RESULTS AND STANDARDS

The samples were analyzed through our contractor laboratory Maxxam Analytics, an American Industrial Hygiene Association accredited laboratory, using National Institute for Occupational Safety and Health Method 0600 for respirable dust and Method 7500 for silica (i.e., quartz, cristobalite, and tridymite). The respirable dust and crystalline silica sampling results were compared to the 2017 American Conference of Governmental Industrial Hygienists (ACGIH) Threshold Limit Values (TLVs). The calculated 8-hour Time Weighted Average (8-hr TWA) sample results based on the laboratory results are reported in Table 1 below.

Table 1. Area 5, Respirable Dust and Crystalline Silica Air Sampling Results

IH Sample Number	Activity	8-hr TWA Respirable Dust, mg/m ³	8-hr TWA Crystalline Silica ¹ , mg/m ³
		2017 ACGIH TLV	
IH-18-0435	Potholing	None Detected	None Detected

¹As defined by 2017 ACGIH TLV

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CONTAINS PRIVACY ACT INFORMATION

INTEROFFICE MEMORANDUM

To: Hiram Glenn, Jr, NNSS-405

Date: May 8, 2018

From: S. M. Prothro *Stephanie M. Prothro*
Occupational Safety and Industrial Hygiene

No.: S740-SP-18-0179
ADM 16.1.5.B

Subject: **PERSONAL NOTIFICATION OF AIR MONITORING RESULTS FOR RESPIRABLE DUST AND CRYSTALLINE SILICA: AREA 6 WELL 3, BATCH PLANT, EMPTYING BAGS OF SILICA FLOUR**

On April 19, 2018, staff from Industrial Hygiene (IH) conducted air monitoring for respirable dust and crystalline silica at the subject location. Personal air monitoring in the breathing zone was conducted while you and two other workers were supporting the Well 3 Batch Plant, emptying bags of silica flour into a hopper. This activity was performed outdoors, with a vacuum from the bag house provided for product transport and dust control. In addition, a dust barrier was installed on the hopper to reduce the effect of wind while emptying the bags. Three pallets of approximately 200 50-pound bags of silica flour were cut open and emptied into hopper. The empty bags were then placed into a dumpster. The purpose of the sampling was to determine the extent of employee exposure to respirable dust and crystalline silica.

POTENTIAL HEALTH HAZARDS AND PERSONAL PROTECTIVE EQUIPMENT (PPE)

Respirable dust and crystalline silica are inhalation hazards that can affect the respiratory tract and cause lung diseases such as silicosis and lung cancer. During this monitoring, you wore PPE consisting of gloves, full body Tyvek and a full-face powered air-purifying respirator (PAPR) with a high-efficiency particulate air filter. The Occupational Safety and Health Administration assigned protection factor for PAPRs is 1000.

AIR MONITORING RESULTS AND STANDARDS

The samples were analyzed by Maxxam Analytics, an American Industrial Hygiene Association accredited Laboratory, using National Institute for Occupational Safety and Health Method 0600 for respirable dust and method 7500 for crystalline silica. The analytical results are evaluated against the 2017 American Conference of Governmental Industrial Hygienists (ACGIH) Threshold Limit Values (TLVs) for respirable dust and crystalline silica. The calculated 8-hour Time Weighted Average (8-hr TWA) sample results are reported in Table 1 below.

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